

NSB Member	State	Presentation Topics
Valerie Alexander, CPP	CA	Year-End Mergers and Acquisitions Payroll 101
Lisa Aragon, CPP	WA	
Martin Armstrong, DBA, CPP	NC	Using Emotional Intelligence to Get Results Mergers & Acquisitions Strategic Leadership: Leading Ordinary People in Achieving Extraordinary Results Organizational Change: change Up or Get Moved Out Payroll Best practices: Second to None Practices for Today's Leading Payroll Organizations Skillsets that Transition Your Job Into a Career Lean Labor: How to Reduce Waste and Increase Productivity
Fred Basehore Jr., CPP	NC	Multi-State Taxation Wage & Hour Issues Taxable/Nontaxable Fringe Benefits Wage Attachments Independent Contractor vs. Employee Mergers/Acquisitions
Shirley Brickous	FL	
Donna Brinkman, CPP	FL	Garnishments Deferred Compensation and Pension Plans Section 125 Benefits Hire to Retire Tax Treatment of Employer Provided Benefits Payroll systems, auditing and conversions
Lori Carter, CPP	TX	Prepare Yourself for the FPC and CPP Exam DOL Investigations – How Would You Stack Up? Train the Trainer – Chapter Study Group Instructors Adult Learning and Presentation Skills Payroll Record Keeping Requirements Payroll Record Retention and Disposition of Records ABC's of the First 90 Days Developing a Successful Partnership with your Vendors Strategically Leading a Successful Payroll Operation 10 Positive Steps for Work Life Balance Little Things That Create Team Magic The 12 Months of Payroll – Timeline to Payroll Success Office Politics
Luanne Brown, CPP	FL	Taxable and Non-Taxable Fringe Benefits FLSA Regulations Payroll in Higher Education Union Negotiations - What Payroll Can Bring to the Table Emotional Intelligence Everyday Leadership Skills Preparing and Surviving an IRS Audit Using Root Cause Analysis in Payroll for Beginners Preparing for Year-End
Dee Byrd, CPP, PHR, SHRM-CP	TN	Wage and Hour Issues, FLSA Compliance, Multi-State Taxation Global Payroll Project Management, One Person Payroll dept Preparing for the CPP / FPC, Davis Bacon Compliance Service Contract Act Compliance, 401K Administration Taxable Fringe Benefits, Time Management, The RFP Process, Sick Leave in CA CA Payroll Regs, Alaska SUI and How You Can Play a Role in Reducing Costs Payroll Basics, Advanced Payroll Issues, Garnishments, Taxable and Non Tax Comp HR and Payroll as Partners, Payroll and AP as Partners
Jennifer Cordes, CPP	TX	Emotional Intelligence White Collar Exemption Regulation Money Matters

Linda Dailey, CPP	VA	Public Sector Tax on Fringe Benefits Overview Reconciling 940/941 back to your W-2's Payroll Back to the Basics Stress and the Toll it takes on your Team Benefits 101 What you need to know before paying a deceased employee Calculations- Basic and Advanced
Karen Davidson, CPP	TX	Basics of Payroll Reconciliation Disaster Recovery and Business Continuity Circular E – A Useful Guide for the New and Seasoned Payroll and HR Professional Payroll Basics for Beginners
De Ann Doonan, CPP	TX	Implementation Best Practices Change Management, Lessons Learned from the Road Improving Efficiency with Six Sigma Projects Deliver on Time! Change Management Strategies for a Successful Global Implementation Deliver Your Project On Time! Tools to get you from Start to Finish!
Daniel Dycus, CPP	VA	Back to the Basics, Correcting the W-2: Form W-2c to 941-X and More, Payroll Accruals: Wages, Taxes and More!, Compensation and Benefits – Is It all Taxable and Income?, Fundamentals of Reconciliation, Garnishments: The Dark Ones, The Paycheck and Regular Rate of Pay, Payroll Accounting, Payroll & Human Resources: Evil Twins Separated and Birth, When AP and Payroll Should Talk, Payroll, Human Resources and Accounts Payable Three Groups in the Same Sand Box, Can't We Just Play Together???, The ABC's of the First 90 Days, Office Politics, Payroll and Textbooks, What do they have in common?, Time Flies but the Good News Is You're In the Driver's Seat - Move to the head of the class by learning how to win back time and work smarter, Developing and Successful Partnership with your Vendor, AP Accounting and Month End Accruals
Stephanie Ernsting, CPP	WI	Deceased Wages Emotional Intelligence Global Payroll Vendor Selection
Pamela Fack, CPP	CA	Tax Reform & General Payroll Question/Answer Session
Rosemarie Fraumeni, CPP	MA	Correcting Form W-2 Payroll Auditing Payroll and Benefits as partners Payroll Fundamentals Documenting Payroll Processes Benefits and taxability
Lois Fried, CPP	CA	
Michelle Ganzer, CPP	WI	Developing strategy for Payroll Developing Leaders in the payroll environment Global Payroll and Global Expenses vendor selection and payroll implementation Taking your Career to the Next Level Preparing for Year End Payroll 101, Intermediate Payroll Concepts, Advance Payroll Payroll Practices including Six Sigma and Lean Management Payroll Management Implementation of Payroll Best Practices Lean Management System implementations Payroll audits and Internal controls Perfect Payroll and Change Management in Payroll Payroll Mentoring and transforming a Payroll department Money Matters Developing Metrics to tell your Story Motivational speaker and Team building Self-Service deployment Process Mapping

Andrew Garboden, CPP	WA	Too Many Deductions: Not Enough Pay Overcoming the Payroll "Gotchas" – Some of the challenges we face as a Payroll Professional Garnishments Challenges with California Payrolls How to Calculate the Regular Rate of Pay for Overtime Escheatment Rules
Paul Gill, CPP	TX	50 Shades of Payroll Disaster Recovery Magnetic Manager
Ronald Gilson, CPP	UT	
Tiffani Gray, CPP		Situational Leadership for Payroll Professionals Payroll Customer Service Excellence Leadership Essentials for Financial Professionals Top 5 Soft Skills Every Payroll Professional Needs Payroll Compliance Research Rebuilding Your Payroll Team After a Merger or Acquisition Navigating Payroll Difficulties Coaching for Payroll Performance Success Navigating the W-4 for Organizational Success Keys to Communication for Payroll Management Navigating Change and System Implementation for your Payroll Team
Rebecca Harshberger, CPP	CA	Time Management Have an Intern in Payroll Federal and State Update Common W2C Pitfalls and How to Avoid Them Communication in Payroll Leadership Made or Born?
Sally Hilton, CPP	IA	Demystifying U.S. Payroll 401(k) Plans – What You Always Wanted to Know But Were Afraid to Ask Executive Compensation – Avoid the Nightmare of IRS Executive Audits
Charlotte Hodges, CPP		
Steven Hodgson, CPP, CPLP	NV	Best Practices in Managing Payroll Building Leadership Relationships Communicating Effectively and Confidently How to Deal With Overpayments Interacting with Multiple Generations Local Income Tax in Ohio Navigating Nexus for Multistate Taxation Nonresident Aliens Require Special Handling Preparing and Analyzing Requests for Proposal Root Cause Analysis Third-Party Sick Pay Understanding Emotional Intelligence
Mary Holland, CPP	CA	Payroll Accounting, System Implementation and Selection, Leadership, Payroll Compliance and Research, Independent Contractors - Who is an Employee, How to get started to take FPC and CPP Exams, Fringe Benefits, Payroll Operations, Relocation, Going Global, FLSA Rules and Calculations, Global Strategy, Global Talent Management, Culture Awareness, Building Leaders of the Future, Managing Global Operations, and CPP Study Group all topics in Payroll Source
Catherine Honey	TX	Data Analytics in Global Payroll Managing the complexities of a Global Workforce Cultural Considerations in a Global Workforce Change Management in Global Payroll Driving to a Strategic Payroll Organization Service Delivery Options and Considerations Work from Anywhere - Issues, Implications and Opportunities

Gretchen Inouye, CPP	NV	Payroll Accounting Affordable Care Act Overview Principles of Negotiations Building a Business Case Record Retention - Beyond the Basics Too Many Deductions, Not Enough Pay How Payroll Impacts the Corporate Tax Return
Alice Jacobsohn		
Susan Judah, CPP	CO	Climbing To The Top - Taking Your Career To The Next Peak Best Practices to Prevent Fraud
Patrick Landers, CPA, CPP	MN	Compensation Issues for Mobile Employees, Developing a Compliance Framework to Support Global Compliance, Domestic/International Mobility, Expatriate Payroll - Compliance Requirements and Global Administration, Basic, Expatriate Payroll 101: Everything You Need to Know to get Started, Expatriate Payrolls, Advanced, Expatriates - Dealing With Equity Compensation, Global Payroll Compliance - Where to Start, Introduction to U.S. Nonresident Alien Tax Withholding, Mobile Employees Who Work in Multiple Countries, Nonresident Alien Withholding & Reporting for Corporations and Nonprofit Organizations, Payroll Challenges in Tracking, Reporting Global Equity, Strategic Alignment for HR and Payroll Professionals on Cross-Border Topics, Tracking Expatriates' Mobility to Ensure Compliance, and Understanding the Tax Equalization and Tax Protection Processes
George Mavrantzas	FL	Paycard specific
Mindy Mayo, CPP	CA	Fringe Benefits Preparing for Year End Tax Reform and Payroll: Lump of Coal or a Gift That Keeps Giving The 3Ts of State Mobility: Transfers, Travelers, and Telecommuters W2Cs and Amended Returns
Marcela McCarthy, CPP	CA	Talent Management Through Payroll Assessments (Knowledge Assessment Calculator) Cost Efficiencies Mergers & Acquisitions Change Management Techniques Managing the Dispersed Workforce Identifying the Value Payroll Adds to your Organization Moderator: Process Automation of Today and Tomorrow
James Medlock, CPP	CO	Wage and Hour: Compensable Time Issues, Tips for Building A Business Case Study The DOL White Collar Regulations – What Are Your Next Steps to Ensure Compliance? State Form 1099 Reporting, Reconciliations Plan for a Successful Year-end: Reconciliations Payroll Tax Forms: Are You Confused? Overpayments -- What Do They Require Nonqualified Deferred Compensation Plans, Basic Multistate Income and Unemployment Tax Issues, Internal Controls Affordable Care Act Issues Impacting Payroll Garnishments Beyond Child Support Form I-9 Compliance and Using E-Verify Form 1099-MISC Reporting - Federal and State Requirements Executive Compensation: What Is the IRS Looking At? Correcting W-2s/941s, Business Continuity Plans Preparing Form 1095-C to Comply With the ACA's Reporting Requirements 401(k) Plans: What You Wanted to Ask But Were Afraid To, Tax Reform How has Tax Reform Impacted Form W-4 and Income Tax Withholding Payroll Research, Avoiding IRS Penalties, Stock Options: What Is Taxable? Payroll Auditing Techniques, Successfully Completing Form 941 Payroll Record Keeping – What Must Be Kept? Are You Paying Your Nonexempt Employees Correctly? Best Practices in Managing Payroll When Is a Nonexempt Employee Considered to Be Working?
Levi Meeske, CPP	GA	Data Privacy, Payroll Fraud, Process Improvements Leading to Stress Reduction, Cost-Cutting Efficiencies, Compliance, Year-End Processes, Employee Self Service, Payroll Professional Branding & Hiring, Certification, Wage Attachments, PayTrain, and Maximizing Benefits/Net Paycheck

Billy Meyerkorth, CPP	MO	Payroll Accounting, HSA, HRA & Tax Savings Plans AP & Payroll Should Talk - (communication, Payroll & HR Needs to be friends Walking into a Mess -(walking into a new job & it's a mess-how to clean it up and get respect) Handling System Conversions, Changing Payroll Cycles Changing Payroll Frequencies, Auditing Tips & Techniques, Management 101 Career Pathing, Garnishments Multi-State/Multi-State Tax withholding - reciprocity & nexus, Making an Impression Canadian Payroll - refresher & year end Year-End Payroll 101 & 201
Abbey Moran, CPP	VA	Implementation Survival Tips, Project Management, Management, Social Media – How your Presence Online can HELP or HURT Your Career, Payroll Prognosis: Planning What Happens Next, Assessing the Symptoms: How to Diagnose your Payroll Best Practices Oh, The Places You'll Go....in Payroll!, Child Support / Garnishments Assessing the Symptoms: How to Diagnose your Payroll Best Practices
J.B. Morey, CPP	CO	Emotional Intelligence Managing Me
Ronald Moser, CPP	TN	FLSA, Employment Tax, Employee Benefits, Professional Responsibility, Reporting, Record Retention, Regulatory - Maintain Compliance and Accuracy of Payroll Processing, Compensation / Benefits, Involuntary Deductions / Taxes, Voluntary Deductions (pre and post tax), Employer Taxes and Contributions Net Pay, Policies and Procedures (e.g., overtime, benefits, leave), Staffing, Employee Development and Core Competencies, Management Skills and Practices, Communication / Customer Service, Internal Controls, Payroll System Controls, Accounting System Controls, Audit Policies and Procedures, Accounting Principles, General Ledger Account Classification, Payroll Journal Entry, Account Reconciliation, How to Influence Your Way To Compliance, Communicating Payroll Issues, Tax Reporting & Reconciliation, Garnishments, Fringe Benefits, Important Issues for Government/Public Sector Payroll, Fringe Benefits for Government/Public Sector Employers, Payroll & HR the Perfect Partnership, How You Influence and Motivate Every Day, Followership: A Path to Leadership, Beyond Your Peak, Year-End Issues
Rachel Mumford, CPP		
Ana Murphy	NJ	
Valery Noakes, CPP	TX	Internal Controls/Audit Compliance California Payrolls Changing Pay Frequencies Emotional Intelligence Regulatory and Legislative Update
Linda Obertin, CPP	NC	Going Global: Developing the Cultural Competencies for Success in the 21st Century, Using Interns in the Payroll Organization, Succession Planning for Your Team, Strategic Leadership Models That Work, Payroll Strategies for Success, Payroll and the Sarbanes-Oxley Act, Metrics and Dashboards, Meeting the Challenges of Global Payroll and HR Complexities, Maximize Millennials in the Workplace, Managing Multigenerational Workforce in Times of Uncertainty, Managing Millennials, HR/Payroll/Time Metrics: Turning Data Into Meaningful Information, Going Global: Survival of the Fittest!, Global Payroll Operations: Trends and Techniques, Global Payroll Benchmarking: A Wells Fargo Case Study, Global Payroll and HR, Part 1 and 2, Diversity Within Payroll, Developing a Mentoring Program, and Compensating Critical Talent
LaTisha O'Neal, CPP	OK	Multi-State, Year-End, Garnishments How can you pass the FPC/PPP! How Payroll can be friends with HR/Benefits One Person Payroll Office Federal/State Tax Return Processes Federal/State/Local Tax Compliance Unemployment FLSA Compliance Fringe Benefits
Nicole Orr, CPP	NY	
James Paille, CPP	MI	Termination Pay, 1099, Payroll Taxes-new Tax Reform, Year-End
Linda Pappillion, CPP	CA	Bridging the Generation Gap In Payroll: View Payroll as a Long-Term Career, Retail Industry Roundtable, and Pay Cards

Jodi Parsons, CPP	MO	Accounts Payable Accounts Payable & Payroll Communication/Partnership Garnishments Multi-State Taxation Big Data/Analytics (Basic) Payroll Best Practices
Jamie Phillips, CPP	TX	Multi-State Taxation Payroll Practice Essentials Payroll Tax Forum
Bruce Phipps, CPP	PA	Local Incomes All States (Single or Multiple States) Disaster Recovery Multi-State Taxation Multiple Local Jurisdiction Withholding Requirements
Lisa Poole, CPP	GA	401(k) Plans – What You Wanted to Ask but Were Afraid To, Correcting the W-2: Form W-2c to 941-X and More, How to Change Payroll Cycles and Keep Your Friends Along the Way, How to Change Payroll Cycles and Make Friends Doing So, Manufacturing Industry Roundtable, and Payroll Auditing Techniques
Margarita Quashie, CPP	MD	
Tricia Richardson, CPP	PA	Garnishments Fringe Benefits Overtime Calculations Tax Calculations Payroll Policies
Stephanie Salavejus, CPP	VA	Building a Strong Perimeter to Protect Sensitive Data Communicating with Management – The Rules of Engagement Communication – Everyone’s Talking, but No One Is Listening Corporate Identity Theft Preparing and Surviving a Department of Labor Audit Detecting Payroll Fraud Developing a Strong Payroll Team from the Ground Up Embracing the Future of Robotics in Payroll How to Leverage Your Certification to Advance Your Career in Payroll Leadership Skills Recovering From a Payroll Disaster The Future of Technology in Payroll Third-Party Relationships Realistic Expectations Unemployment Employer Insight to Controlling Costs
Karen Salemi, CPP, FLMI	MA	Multistate Issues, Garnishments/Child Support, 27/53 Pay Periods, Worker Classification/White Collar Exemptions, Wage and Hour Basics/Compensable Time Issues, Fringe Benefits Intro, Fringe Benefits Advance, Successful Year End, Record Retention, Tax Deferred Compensation (intro) [125, 401k, 403b], Balancing and Reconciliations, Payroll Auditing/Internal Controls, Federal Tax Compliance, Payroll Accounting
Jon Schausten, CPP		
William Schmalle, CPP	CA	Local Taxes Garnishments Multi-State Tax
Michael Schoelles, CPP	MA	Best Practices Update Metrics Lean and Six Sigma for Payroll Process Mapping Leadership and Generational Differences Business Continuity/Disaster Recovery
Danny Schulz, CPP		Deceased Wages Emerging Technology
Laurel Serra, CPP	FL	
Christine Stolpe, CPP	CA	Payroll as a Profession Work/Life Balance Social Media for the Payroll Professional How to Rock Being the New Kid on the Block
Erin (Iggy) Svoboda, CPP	CA	
Kevin Valuet, CPP		

Deborah Viers Traylor, CPP	CA	Preparing and Analyzing Request for Proposals Payroll Consulting As a Career: Is it Right for You! Tips for Project Management
David Wakeling, CPP	CA	FLSA Issues & Case Studies for the Government/Public Sector Fringe Benefits for the Government Sector Is Payroll in California That Difficult? Taxable & Nontaxable Fringe Benefit Issues How to Deal With Difficult People Now that You Have Reached Your Peak, Then What? Soar Like an Eagle as a Payroll Professional Garnishments Made Easier Customer Service Preparing for Year-end and 2022
Karen Ward, CPP	TX	The C-H-A-N-G-E Challenge California Payrolls Garnishments – Child Support Garnishments – All Other Cafeteria Plans Constructive Feedback Roundtable-Public Sector State Disability & Sick Leave Plans Teambuilding FPC/ CPP Study Sessions Get In the Game Teambuilding for Remote Teams-The FUN Side Basics of Payroll Reconciliations Pay for Performance Where are You Going?
Linda Werts, CPP		De Minimis, Or Not – Taxing Fringe Benefits Work From Anywhere – What’s the Big Deal? W4 Changes A Career in Payroll Year End Hot Topics – Actionable Answers
Larry White, CPP	OK	The ABCs of Child Support Withholding Garnishments: Don’t Take Money From Employees Illegally Promoting the Payroll Department Within Your Company The Regular Rate of Pay: Payroll’s Biggest Secret Managing a Remote Workforce Calculations Your High School Math Teacher Never Taught You Paying Terminated Employees Payroll for Beginners Calculating Paychecks 10 Ways Employers Shoot Themselves in the Foot The One Person Payroll Department What You Wish Your Employees Knew About Payroll Don’t Pay Employees in the State of Confusion Form W-2: Up Close and Personal Did You Just Hire an Employee or a Contractor? Wage and Hour Laws: Your Employees Know How to Use Them - Do You?
Kristine Willson, CPP	WA	Deceased Wages
Carl York, CPP	TX	Payroll Calculations 101 Payroll Calculations 201 Introduction to Payroll Accounting
Barbara Youngman, CPP	TX	Overpayments Compliance and Communication to Management Hospitality Payroll Planning for Year-End Access to Personnel Records I-9’s (Going Green with I-9’s: A Case Study) DOL & DHS Audits Leadership