





41st PAYROLL CONGRESS CREDIT GUIDE

RCH? CPE? HRCI? SHRM?

Here is what it all means and what you need to know!

	Who needs these credits?	How will I earn these credits at Payroll Congress?	Contact
<p>FPC or CPP needs RCHs</p>	<p>Recertification Credit Hours (RCHs) are for those who hold the Fundamental Payroll Certification (FPC) or the Certified Payroll Professional (CPP) designation.</p>	<ol style="list-style-type: none"> Log in to the PayrollOrg website to select your workshops (see below for instructions). RCHs will be awarded based on your final workshop selections. Complete all Payroll Congress evaluations: <ol style="list-style-type: none"> Daily Workshop evaluations will be sent via email starting Wednesday during Payroll Congress week. You may complete the daily evaluations at www.mcisemi.com/PAYO2023/ceu. The Payroll Congress overall evaluation will be sent via email the week after Payroll Congress. Once you complete the overall Payroll Congress evaluation a link to print your Payroll Congress Thank You letter with total RCHs (only for CPP and FPC recertification) earned will appear. Please print or download this letter for your records. RCHs will be added to your recertification log and transcript 6-8 weeks after the conference. 	 <p>Certification@Payroll.org</p>
<p>CPA needs CPE Credits</p>	<p>Continuing Professional Education (CPE) credits are for those who are Certified Public Accountants (CPAs).</p>	<ol style="list-style-type: none"> Log in to the PayrollOrg website to select your workshops (see below for instructions). Complete all Payroll Congress evaluations: <ol style="list-style-type: none"> CPE Evaluations: A six-digit code will be given at each workshop. Three digits will be given midway through the presentation and another three digits will be given near the end of the presentation. Write down these codes, as you will need them to acquire your CPEs. The combined six-digits will unlock the CPE evaluation for that workshop on the daily workshop evaluation site. You may complete the daily evaluations at www.mcisemi.com/PAYO2023/ceu. CPE certificates will be sent via email 6-8 weeks after the conference. The Payroll Congress overall evaluation will be sent via email the week after Payroll Congress. Once you complete the overall Payroll Congress evaluation a link to print your Payroll Congress Thank You letter with total RCHs (only for CPP and FPC recertification) earned will appear. Please print or download this letter for your records. RCHs will be added to your recertification log and transcript 6-8 weeks after the conference. 	 <p>Certification@Payroll.org</p>

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HR Professional needs HRCI Credits	<p>The HR Certification Institute (HRCI) has several certifications for HR professionals. To maintain the HRCI designation(s), certificants must earn HRCI credits. The designations include: a PHR, PHR, PHRca, SPHR, GPHR, PHRi, and SPHRi.</p>	<p>Most of the Payroll Congress sessions have been approved for HRCI credits (up to 20.5).</p> <ol style="list-style-type: none"> 1. Login to your HRCI profile at www.hrci.org/login 2. Click the My Recertification link 3. Find the Continuing Education: Pre-Approved Activities section of your learning plan 4. Enter the Activity ID and continue with your activity entry 	 <p>HR Certification Institute® (HRCI) recertification@hrci.org</p> <p><i>The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.</i></p>
HR Professional needs SHRM Professional Development Credits (PDCs)	<p>The Society for Human Resource Management (SHRM) has two certifications for HR professionals. To maintain the SHRM designation(s), certificants must earn professional development credits (PDCs). The designations include SHRM-CP and SHRM-SCP.</p>	<p>Most of the Payroll Congress sessions have been approved for SHRM PDCs (up to 19).</p> <ol style="list-style-type: none"> 1. Earn 60 PDCs within your 3-year recertification cycle. 2. Enter your PDCs in your SHRM certification portal at portal.shrm.org. 3. Submit your completed recertification record. 	 <p>Society for Human Resource Management (SHRM) recertification@shrm.org</p> <p><i>PayrollOrg is recognized by SHRM to offer Professional Development Credits (PDC) for SHRM-CP® or SHRM-SCP® recertification activities.</i></p>
<p>How do I make workshop selections?</p> <ol style="list-style-type: none"> 1. Log in to our website at Payroll.org, then select Conferences > Congress > Workshops. Next, click the workshop selection button. 2. As you select your workshops, keep these things in mind: <ol style="list-style-type: none"> a. Your selections will be highlighted in green and automatically saved. b. Select all luncheons and events that you will be attending to ensure you are properly accommodated. c. To change your selections, click on the green selected button and then select the workshop you would prefer to attend. 			



The following credits can be earned for attending the Payroll Congress, May 16-19, 2023. If a session is not on the list, it is not approved for any educational credits. Earn up to: 20.0 RCHs, 20.5 HRCI credits, 19.0 SHRM credits, or 24 CPE credits.

Session Date	Session Title	PAYO RCHs	HRCI CREDITS	SHRM PDCs	CPE CREDITS	CPE Fields of Study
5/16/2023	Advanced Career-Building Presentation Skills	1.0	1.0	1.0	1.0	Personal Development
5/16/2023	Breakthrough Communication Strategies During Times of Change	1.0	1.0	1.0	1.0	Personal Development
5/16/2023	Calculating Deceased Wages Correctly	1.0	1.0	1.0	1.0	Business Law
5/16/2023	California Labor Law and Payroll Tax Issues	1.0	1.0	1.0	1.0	Business Law
5/16/2023	Changing Pay Cycles	1.0	1.0	1.0	1.0	Business Management & Organization
5/16/2023	Connect the Dots: The Art and Science of Innovation	1.0	1.0	1.0	1.0	Personal Development
5/16/2023	Developing an Infinite Payroll Mindset: How to Derive Continuous Value From Payroll Operations	1.0	1.0	1.0	1.0	Business Management & Organization
5/16/2023	Direct From Nacha: The Latest ACH Rules Enhancements to Improve Your Direct Deposit Experience	1.0	1.0	1.0	1.0	Business Law
5/16/2023	Earning and Deduction Code Set Up	1.0	1.0	1.0	1.0	Information Technology
5/16/2023	Employment Law Lessons Learned From 2022 and What to Expect In 2023	1.0	1.0	1.0	1.0	Business Law
5/16/2023	Help your Paycheck-to-Paycheck Employees Understand an Intelligent Financial Life	1.0	1.0	1.0	1.0	Personal Development
5/16/2023	It's Not Rocket Science: It's State and Local Payroll Compliance	1.0	1.0	1.0	1.0	Business Law
5/16/2023	Navigating Cross Cultural Differences in Payroll and Championing Culture	1.0	1.0	1.0	1.0	Personal Development
5/16/2023	Neutralizing an Unforeseen Payroll Crisis	1.0	1.0	1.0	1.0	Business Management & Organization
5/16/2023	Nonqualified Deferred Compensation Plans	1.0	1.0	1.0	1.0	Specialized Knowledge
5/16/2023	Paid Sick Leave: From Perk to Mandate	1.0	1.0	1.0	1.0	Business Law
5/16/2023	Selecting a Global Payroll Provider That Aligns to Your Global Payroll Strategy	1.0	1.0	1.0	1.0	Business Management & Organization
5/16/2023	Strategies to Reduce State Unemployment Insurance Tax Rates	1.0	1.0	1.0	1.0	Business Management & Organization
5/16/2023	The Journey From Exploration to Implementation for a Global Payroll Solution	1.0	1.0	1.0	1.0	Business Management & Organization
5/17/2023	1099-NEC and 1099-MISC Reporting: Federal and State Requirements	1.0	1.0	1.0	1.0	Taxes
5/17/2023	Accelerated Leadership: The Art of Managing Up, Down, and Across	1.0	1.0	1.0	1.0	Business Management & Organization
5/17/2023	An Introduction to Tax Notice Compliance	1.0	1.0	1.0	1.0	Taxes
5/17/2023	Canadian Cross-Border Payroll	1.0	1.0	1.0	1.0	Taxes
5/17/2023	Domestic Mobility: Withholding Requirements for Multistate Travelers, Part 1	1.0	1.0	1.0	1.0	Business Law
5/17/2023	Domestic Mobility: Withholding Requirements for Multistate Travelers, Part 2	1.0	1.0	1.0	1.0	Taxes
5/17/2023	Earned Wage Access: How Prioritizing Employees' Financial Health Builds Loyalty	1.0	1.0	1.0	1.0	Business Management & Organization
5/17/2023	Fair Labor Standards Act: Wage and Hour Nightmares, Case Studies, and Legal Updates	1.0	1.0	1.0	1.0	Business Law



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5/17/2023	Forum on Federal Payroll Issues, Part 1	1.0	1.0	1.0	1.0	Business Law
5/17/2023	Forum on Federal Payroll Issues, Part 2	1.0	1.0	1.0	1.0	Business Law
5/17/2023	Garnishments, Levies, Student Loans, and More	1.0	1.0	1.0	1.0	Business Law
5/17/2023	Getting the Payroll Career You Want in the New Business Environment	1.0	1.0	1.0	1.0	Personal Development
5/17/2023	Global Project Management: Just When You Think You Have It Under Control	1.0	1.0	1.0	1.0	Business Management & Organization
5/17/2023	How Payroll Leaders Are Overcoming the Challenges of Global Payroll	1.0	1.0	1.0	1.0	Information Technology
5/17/2023	How to Avoid Payroll-Related Lawsuits, and What to Do if Your Company Has Been Sued	1.0	1.0	1.0	1.0	Business Law
5/17/2023	How to Choose the Right In Country Payroll Provider and Get the Most Out of Them	1.0	1.0	1.0	1.0	Business Management & Organization
5/17/2023	Implementing a Mobility Program	1.0	1.0	1.0	1.0	Business Management & Organization
5/17/2023	Initiatives, Resources, Services: Mission IRS	1.0	1.0	1.0	1.0	Taxes
5/17/2023	IRS/SSA Reconciliations: What You Don't Know Can Hurt You	1.0	1.0	1.0	1.0	Taxes
5/17/2023	Pay Transparency: Managing the Impact and Harnessing the Opportunities	1.0	1.0	1.0	1.0	Business Law
5/17/2023	Payroll, 401(k), and Fiduciary Governance: 9-Step Survival Guide	1.0	1.0	1.0	1.0	Specialized Knowledge
5/17/2023	PayTrain: Payroll Training at Your Command	N/A	N/A	N/A	N/A	Not eligible for CPE or RCH credits
5/17/2023	Selling Yourself and Your Ideas	1.0	1.0	1.0	1.0	Personal Development
5/17/2023	So You Want to Be an Independent Contractor?	1.0	1.0	1.0	1.0	Business Law
5/17/2023	The Digital HR/Payroll Transformation and the Impact to the Employee Experience	1.0	1.0	1.0	1.0	Information Technology
5/17/2023	The Great Re-Alignment: Developing Influence Through Personal Power	1.0	1.0	1.0	1.0	Personal Development
5/17/2023	The Heart of Futuristic Leadership: Reimagining Influence in Times of Transformation	1.0	1.0	1.0	1.0	Personal Development
5/17/2023	The More You Know: The Do's and Don'ts of Going Global	1.0	1.0	1.0	1.0	Business Management & Organization
5/17/2023	The Power of Three: The Impact of Integrated HCM, WFM, and Payroll on Global Organizations	1.0	1.0	1.0	1.0	Information Technology
5/17/2023	Understanding the Tax Equalization and Tax Protection Process	1.0	1.0	1.0	1.0	Taxes
5/17/2023	Using RPA to Improve Your Auditing Techniques	1.0	1.0	1.0	1.0	Auditing
5/18/2023	Confidence Karma	1.0	1.0	1.0	1.0	Personal Development
5/18/2023	Cryptocurrency: What Should Payroll Know?	1.0	1.0	1.0	1.0	Finance
5/18/2023	Cutting Through the Noise: Avoid Disruption by Putting People First	1.0	1.0	1.0	1.0	Personal Development
5/18/2023	Debunking the Myths, Fables, and Fiction Around Earned Wage Access	1.0	1.0	1.0	1.0	Information Technology
5/18/2023	Expatriate Payrolls	1.0	1.0	1.0	1.0	Taxes



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5/18/2023	Hot Topics for 2023	1.0	1.0	1.0	1.0	Business Management & Organization
5/18/2023	How Tax Works Around the Globe	1.0	1.0	1.0	1.0	Taxes
5/18/2023	Leading Payroll Through Transformation and Change	1.0	1.0	1.0	1.0	Personal Development
5/18/2023	Legislative Outlook and APA Advocacy	1.0	1.0	1.0	1.0	Business Management & Organization
5/18/2023	Lighten Up and Lead: Leveraging Levity and Fun to Boost Engagement	1.0	1.5	1.0	1.0	Personal Development
5/18/2023	Managing Independent Contractors in the New Gig Economy	1.0	1.0	1.0	1.0	Business Law
5/18/2023	Mentoring Physically and Virtually	1.0	1.0	1.0	1.0	Personal Development
5/18/2023	Mergers and Acquisitions	1.0	1.0	1.0	1.0	Taxes
5/18/2023	Metrics and Measures, How to Get Started With KPIs	1.0	1.0	1.0	1.0	Statistics
5/18/2023	Overpayments: What Can We Do?	1.0	1.0	1.0	1.0	Taxes
5/18/2023	Payroll in Canada	1.0	1.0	1.0	1.0	Taxes
5/18/2023	Play Big: Becoming a Powerful Force in Your World	1.0	1.0	1.0	1.0	Personal Development
5/18/2023	Preparing and Analyzing Requests for Proposal	1.0	1.0	1.0	1.0	Business Management & Organization
5/18/2023	Prevention of Overpaid Employment Taxes	1.0	1.0	1.0	1.0	Taxes
5/18/2023	Regular Pay vs Regular Rate of Pay: Are You Calculating Overtime Correctly?	1.0	1.0	1.0	1.0	Business Law
5/18/2023	Taxable and Nontaxable Fringe Benefits, Part 1	1.0	1.0	1.0	1.0	Taxes
5/18/2023	Taxable and Nontaxable Fringe Benefits, Part 2	1.0	1.0	1.0	1.0	Taxes
5/18/2023	The Three T's of Implementing: Test, Test, and Test	1.0	1.0	1.0	1.0	Information Technology
5/18/2023	What's Old and New at SSA?	1.0	1.0	1.0	1.0	Business Law
5/18/2023	You Got a New Job and Team! Now What?	1.0	1.0	1.0	1.0	Personal Development
5/19/2023	A Tale of Two Journeys: How to be Best Prepared for Success in a Global Payroll Consolidation	1.0	1.0	1.0	1.0	Business Management & Organization
5/19/2023	Are you Effectively Serving Your Client Base?	1.0	1.0	1.0	1.0	Business Management & Organization
5/19/2023	Building a Standardization Playbook for Global Payroll Expansion	1.0	1.0	1.0	1.0	Business Management & Organization
5/19/2023	Considerations for Reducing Risk and Optimizing Global Payroll	1.0	1.0	1.0	1.0	Business Management & Organization
5/19/2023	Creating a Culture of Preparedness for the Next Crisis	1.0	1.0	1.0	1.0	Business Management & Organization
5/19/2023	Customer Service for Payroll Professionals	1.0	1.0	1.0	1.0	Personal Development
5/19/2023	Employment Issues Encountered With a Remote Workforce	1.0	1.0	1.0	1.0	Business Management & Organization
5/19/2023	Global Payroll Advancement/The Global Payroll Professional: Engage, Mentor, and Motivate	1.0	1.0	1.0	1.0	Business Management & Organization
5/19/2023	Global Payroll Operating Models: Accident or Design?	1.0	1.0	1.0	1.0	Business Management & Organization



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5/19/2023	Global Payroll Strategy: Key to Successful HR Transformation	1.0	1.0	1.0	1.0	Information Technology
5/19/2023	Helping Optimize HR in a High Turnover Rate Environment	1.0	1.0	1.0	1.0	Business Management & Organization
5/19/2023	How to Effectively Manage and Grow a Modern Payroll Team in a Hybrid Work Environment	1.0	1.0	1.0	1.0	Business Management & Organization
5/19/2023	How to Give Feedback, Coach for Success, and Help Your People Grow	1.0	1.0	1.0	1.0	Personal Development
5/19/2023	How Workforce Movement Impacts Payroll and HR Departments	1.0	1.0	1.0	1.0	Taxes
5/19/2023	Passionate About Internal Controls	1.0	1.0	1.0	1.0	Business Management & Organization
5/19/2023	Remote Work – Payroll Risk and Compliance	1.0	1.0	1.0	1.0	Business Management & Organization
5/19/2023	Secrets of a Successful Year-End	1.0	1.0	1.0	1.0	Business Management & Organization
5/19/2023	The Best Practices to Prevent Fraud	1.0	1.0	1.0	1.0	Business Management & Organization
5/19/2023	The Now, Near, and Next in Payroll Innovation	1.0	1.0	1.0	1.0	Information Technology
5/19/2023	The Nuts and Bolts of Child Support	1.0	1.0	1.0	1.0	Business Law
5/19/2023	The Payroll Transformation You Can't Ignore: It's Time for Your Payroll to Have the Impact It Deserves	1.0	1.0	1.0	1.0	Information Technology
5/19/2023	Transformation of Payroll: Transactional to Strategic	1.0	1.0	1.0	1.0	Statistics
5/19/2023	What the Heck is the Blockchain and Is It coming from payroll?	1.0	1.0	1.0	1.0	Information Technology
5/19/2023	When Does a Visa Impact Withholding?	1.0	1.0	1.0	1.0	Taxes
5/19/2023	When Payroll Does Have a Seat at the Table: Collected Learnings From Global Payroll Leaders	1.0	1.0	1.0	1.0	Business Management & Organization