





42nd 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
FPC or CPP needs RCHs	Recertification Credit Hours (RCHs) are for those who hold the Fundamental Payroll Certification (FPC) or the Certified Payroll Professional (CPP) designation.	<ol style="list-style-type: none"> 1. Log in to the PayrollOrg website to select your workshops (see below for instructions). RCHs will be awarded based on your final workshop selections. 2. Complete all Payroll Congress evaluations: <ol style="list-style-type: none"> a. Daily Workshop evaluations will be sent via email starting Wednesday during Payroll Congress week. You may complete the daily evaluations at www.mcievents.com/payroll2024/ceu/. b. 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. 	 PayrollOrg Certification@Payroll.org
CPA needs CPE Credits	Continuing Professional Education (CPE) credits are for those who are Certified Public Accountants (CPAs).	<ol style="list-style-type: none"> 1. Log in to the PayrollOrg website to select your workshops (see below for instructions). 2. Complete all Payroll Congress evaluations: <ol style="list-style-type: none"> a. 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.mcievents.com/payroll2024/ceu/. CPE certificates will be sent via email 6-8 weeks after the conference. b. 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. 	 PayrollOrg Certification@Payroll.org

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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 (final number TBD).</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 (20.0).</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 Education > 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 7-10, 2024. If a session is not on the list, it is not approved for any educational credits. Earn up to: 20.0 RCHs, XXX HRCI credits, 20.0 SHRM credits, or 24 CPE credits.

Session Date	Session Title	PAYO RCHs	HRCI CREDITS	SHRM PDCs	CPE CREDITS	CPE Fields of Study
5/7/24	Remote Work: Payroll Risk and Compliance	1.0	TBD	1.0	1.0	Business Management & Organization
5/7/24	Impact of the W-4 on Paycheck Calculations	1.0	TBD	1.0	1.0	Taxes
5/7/24	Preparing for Constant Change Through Policies and Procedures	1.0	TBD	1.0	1.0	Business Management & Organization
5/7/24	Lost and Found: Unlocking the Secrets of Global Payroll Project Management	1.0	TBD	1.0	1.0	Business Management & Organization
5/7/24	The Digital HR/Payroll Transformation	1.0	TBD	1.0	1.0	Information Technology
5/7/24	The Coin Trick: The Magic of High Collaborating Payroll and HR Teams	1.0	TBD	1.0	1.0	Personal Development
5/7/24	Empowering Financial Stability: Mastering OnDemand Pay and Compliance in Today's Workforce	1.0	TBD	1.0	1.0	Business Management & Organization
5/7/24	Building Relationships Across HR, Payroll, and Finance	1.0	TBD	1.0	1.0	Business Management & Organization
5/7/24	How to Audit Your Payroll Department	1.0	TBD	1.0	1.0	Business Management & Organization
5/7/24	Taxable and Nontaxable Fringe Benefits, Part 1	1.0	TBD	1.0	1.0	Taxes
5/7/24	Implementing a Global Mobility Program	1.0	TBD	1.0	1.0	Business Law
5/7/24	Transformation of Payroll	1.0	TBD	1.0	1.0	Statistics
5/7/24	Advanced Career-Building Presentation Skills	1.0	TBD	1.0	1.0	Personal Development
5/7/24	What's New in ACH Payments	1.0	TBD	1.0	1.0	Business Law
5/7/24	Navigating Union Payrolls With Confidence	1.0	TBD	1.0	1.0	Business Management & Organization
5/7/24	Taxable Benefits in Canada	1.0	TBD	1.0	1.0	Taxes
5/7/24	To ChatGPT or Not ChatGPT? That Is the Question!	1.0	TBD	1.0	1.0	Information Technology
5/7/24	Transform Your New Payroll Job - Tools for Success	1.0	TBD	1.0	1.0	Personal Development
5/7/24	The Age of Infinity - Generative AI and Our Future (General Session)	1.0	TBD	1.0	1.0	Information Technology
Session Date	Session Title	PAYO RCHs	HRCI CREDITS	SHRM PDCs	CPE CREDITS	CPE Fields of Study
5/8/24	It's State and Local Payroll Compliance	1.0	TBD	1.0	1.0	Business Law
5/8/24	Mergers and Acquisitions	1.0	TBD	1.0	1.0	Taxes
5/8/24	Overpayments: What Can We Do?	1.0	TBD	1.0	1.0	Taxes
5/8/24	Taxable and Nontaxable Fringe Benefits, Part 2	1.0	TBD	1.0	1.0	Taxes
5/8/24	Global Payroll Reporting - Required for the Changing Workforce	1.0	TBD	1.0	1.0	Business Management & Organization
5/8/24	Customer Service in Payroll	1.0	TBD	1.0	1.0	Personal Development
5/8/24	The Future of Work is Now, and Here Is How to Thrive (General Session)	1.0	TBD	1.0	1.0	Personal Development
5/8/24	Top Trends Reshaping the Future of HR and Payroll	1.0	TBD	1.0	1.0	Business Management & Organization



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5/8/24	Communicate Your V.A.L.U.E.	1.0	TBD	1.0	1.0	Personal Development
5/8/24	IRS/SSA Reconciliation	1.0	TBD	1.0	1.0	Taxes
5/8/24	Changing Pay Frequencies	1.0	TBD	1.0	1.0	Business Management & Organization
5/8/24	Payroll in Canada	1.0	TBD	1.0	1.0	Business Management & Organization
5/8/24	Make Using Analytics Applicable to You	1.0	TBD	1.0	1.0	Information Technology
5/8/24	Make a Difference Through Volunteer Committees	N/A	N/A	N/A	N/A	Not eligible for CPE or RCH credits
5/8/24	PayrollOrg's Bookshelf	N/A	N/A	N/A	N/A	Not eligible for CPE or RCH credits
5/8/24	PayTrain: Payroll Training at Your Command	N/A	N/A	N/A	N/A	Not eligible for CPE or RCH credits
5/8/24	Selling Yourself and Your Ideas	1.0	TBD	1.0	1.0	Personal Development
5/8/24	Exploring the Payroll Compliance Landscape, 2024 Insights	1.0	TBD	1.0	1.0	Business Management & Organization
5/8/24	California Labor Law and Payroll Tax Issues, Part 1	1.0	TBD	1.0	1.0	Business Law
5/8/24	Unlocking 401(k) Success: Navigating Challenges and Overcoming Fears in 2024	1.0	TBD	1.0	1.0	Specialized Knowledge
5/8/24	Global Social Security Payroll Calculations	1.0	TBD	1.0	1.0	Business Management & Organization
5/8/24	The Value of a Multigenerational Workforce Today	1.0	TBD	1.0	1.0	Personal Development
5/8/24	Don't Shake It Off: It's the DailyPay Eras Panel	1.0	TBD	1.0	1.0	Business Management & Organization
5/8/24	1099-NEC and 1099-MISC Reporting: Federal and State Requirements	1.0	TBD	1.0	1.0	Taxes
5/8/24	A Conversation With the Office of Child Support Services	1.0	TBD	1.0	1.0	Business Law
5/8/24	California Labor Law and Payroll Tax Issues, Part 2	1.0	TBD	1.0	1.0	Business Law
5/8/24	Automate Pre-payroll as Part of a Broader HCM and Payroll Investment Strategy	1.0	TBD	1.0	1.0	Business Management & Organization
5/8/24	Expat Payroll – Overview and Best Practices	1.0	TBD	1.0	1.0	Information Technology
5/8/24	Pragmatic Payroll Career Strategies!	1.0	TBD	1.0	1.0	Personal Development
5/8/24	A Conversation With IRS and SSA	1.0	TBD	1.0	1.0	Taxes
5/8/24	Fair Labor Standards Act	1.0	TBD	1.0	1.0	Business Law
5/8/24	The Power of Three: The Impact of Integrated HCM, WFM, and Payroll on Global Organizations	1.0	TBD	1.0	1.0	Information Technology
5/8/24	Generative AI and It's Role in Transformation of Payroll	1.0	TBD	1.0	1.0	Information Technology
5/8/24	From Back Office to Boardroom: The Payroll Transformation Impact	1.0	TBD	1.0	1.0	Business Management & Organization
Session Date	Session Title	PAYO RCHs	HRCI CREDITS	SHRM PDCs	CPE CREDITS	CPE Fields of Study
5/9/24	Employment Law Lessons Learned	1.0	TBD	1.0	1.0	Business Law
5/9/24	Everything You Thought You Knew About Payroll Is Wrong	1.0	TBD	1.0	1.0	Business Management & Organization
5/9/24	Payroll in New York	1.0	TBD	1.0	1.0	Business Law



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5/9/24	Nonqualified Deferred Compensation Plans	1.0	TBD	1.0	1.0	Specialized Knowledge
5/9/24	Accelerated Global Expansion: Payroll's Ultimate Challenge	1.0	TBD	1.0	1.0	Business Management & Organization
5/9/24	Mastering the Art of Persuasion, Negotiation, and Influencing	1.0	TBD	1.0	1.0	Personal Development
5/9/24	Leverage the Power of AI to Transform Your Global Payroll Strategy	1.0	TBD	1.0	1.0	Business Management & Organization
5/9/24	The Great Integration: Embrace, Engage, Enroll, and Thrive	1.0	TBD	1.0	1.0	Personal Development
5/9/24	A Conversation With DOL and Census Bureau	1.0	TBD	1.0	1.0	Business Law
5/9/24	FLSA: Regular Rate of Pay and Its Complexities	1.0	TBD	1.0	1.0	Business Law
5/9/24	Global Pension Plans, Provident Funds, Life Insurances, and Savings Schemes	1.0	TBD	1.0	1.0	Taxes
5/9/24	Transform Your Payroll Communications	1.0	TBD	1.0	1.0	Business Law
5/9/24	Digitizing Tip Payments in Today's World of Digital Payments	1.0	TBD	1.0	1.0	Business Management & Organization
5/9/24	A Conversation With the USCIS on Employment Verification	1.0	TBD	1.0	1.0	Taxes
5/9/24	Domestic Mobility, Part 1	1.0	TBD	1.0	1.0	Business Law
5/9/24	The Nuts and Bolts of Child Support	1.0	TBD	1.0	1.0	Business Law
5/9/24	Discover Your Global Payroll Maturity Level	1.0	TBD	1.0	1.0	Business Management & Organization
5/9/24	Unstuck: Overcoming Paralysis by Analysis to Get Ahead in Payroll — and Life!	1.0	TBD	1.0	1.0	Personal Development
5/9/24	Meeting Magic!	1.0	TBD	1.0	1.0	Personal Development
5/9/24	Domestic Mobility, Part 2	1.0	TBD	1.0	1.0	Business Law
5/9/24	Termination Timeliness: Compliance Planning	1.0	TBD	1.0	1.0	Business Law
5/9/24	EOR Vs. PEO	1.0	TBD	1.0	1.0	Business Management & Organization
5/9/24	The Master Plan: What On-Demand Pay Was Always Supposed to Be	1.0	TBD	1.0	1.0	Information Technology
5/9/24	Data Analytics: The Collision of Payroll Data and Reports	1.0	TBD	1.0	1.0	Information Technology
5/9/24	The Persuasion Principle: Connect and Engage Through the Power of Story (General Session)	1.0	TBD	1.0	1.0	Personal Development
Session Date	Session Title	PAYO RCHs	HRCI CREDITS	SHRM PDCs	CPE CREDITS	CPE Fields of Study
5/10/24	Trends and Insights: Reviewing 2024 State Unemployment Insurance Tax Rates and Looking Ahead to 2025	1.0	TBD	1.0	1.0	Taxes
5/10/24	Calculating Deceased Wages Correctly	1.0	TBD	1.0	1.0	Specialized Knowledge
5/10/24	Supplemental Wages Don't Require Withholding 22% Federal Income Tax!	1.0	TBD	1.0	1.0	Taxes
5/10/24	Equity Compensation and a Mobile Workforce Abroad	1.0	TBD	1.0	1.0	Business Management & Organization



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5/10/24	Global Banking and Financial Transactions and Their Impact on Payroll	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	Preparing and Analyzing Requests for Proposal	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	First Annual Payroll Profession Confidence Index Findings Review	1.0	TBD	1.0	1.0	Personal Development
5/10/24	Passionate About Internal Controls	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	Payroll Health: When Was Your Last Check-up?	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	Designing Agile Global Payroll Operations	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	Metrics and Measures, Get Started With KPIs	1.0	TBD	1.0	1.0	Statistics
5/10/24	How to Influence Your Way to Compliance	1.0	TBD	1.0	1.0	Personal Development
5/10/24	The Persuasion Principle Part II: Make a Greater Impact on Your Team and Business	1.0	TBD	1.0	1.0	Personal Development
5/10/24	Hot Topics for 2024	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	Garnishments, Levies, Student Loans, and More	1.0	TBD	1.0	1.0	Business Law
5/10/24	Global Payroll Leadership 2024 and Beyond	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	Global Payroll Strategies: Data Transformation	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	Emotional Intelligence and Communication for Payroll Professionals	1.0	TBD	1.0	1.0	Personal Development
5/10/24	Advanced Tax Notice Resolution	1.0	TBD	1.0	1.0	Taxes
5/10/24	"Disrupt-a-Cons" Bring Payroll Process Transformation	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	Navigating Cultural Differences in Payroll	1.0	TBD	1.0	1.0	Personal Development
5/10/24	Enabling Data-Driven Payroll Insights and Monitoring	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	Winning Talent With Personalized Payroll Technology	1.0	TBD	1.0	1.0	Information Technology
5/10/24	How to Manage and Grow a Modern Payroll Team	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	Managing Withholding/Onboarding Compliance in a Shifting Landscape	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	Avoiding Payroll Scams	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	Secrets of a Successful Year-End	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	Conquering Payroll Year-End Reporting for a Global Workforce	1.0	TBD	1.0	1.0	Business Management & Organization
5/10/24	RPA to Improve Your Auditing Techniques	1.0	TBD	1.0	1.0	Auditing
5/10/24	The Payroll Transformation You Can't Ignore	1.0	TBD	1.0	1.0	Information Technology