







43rd 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/payroll2025/ceu/.b. The Payroll Congress overall evaluation will be sent via email the week after Payroll Congress. Attendees will receive an email with their Certificate of Completion, which will include the total RCHs (only for CPP and FPC recertification) earned after Payroll Congress. Please print or download this certificate 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 mcievents.com/payroll2025/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. Attendees will receive an email with their Certificate of Completion, which will include the total RCHs (only for CPP and FPC recertification) earned after Payroll Congress. Please print or download this certificate 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	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.	Most of the Payroll Congress sessions have been approved for HRCI credits. <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)	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.	Most of the Payroll Congress sessions have been approved for SHRM PDCs. <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>
How do I make workshop selections? <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 13-16 May 2025. If a session is not on the list, it is not approved for any educational credits.

Session Date	Workshop Code	Workshop Title	PAYO RCHs	HRCI Credits	HRCI Activity ID	SHRM PDCs	SHRM Activity ID	CPE Credits	CPE Field of Study
05/13	20201	Achieving High-Performance Payroll with Automation, AI and APIs	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/13	20202	Advanced Tax Notice Resolution	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/13	20203	Mergers and Acquisitions (SUI)	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/13	20204	Payroll Service Delivery Models: What's the right fit?	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/13	20205	Powering Up: Navigating the Early Stages of Expansion	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/13	20206	Termination Timeliness: Compliance Planning	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/13	20207	The Three Ts of Payroll Compliance: Technology, Transparency, and Trends	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/13	20208	Transformation of Payroll: Transactional to Strategic WFM Data Analytics	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/13	20501	Africa - the new HOT SPOT? Are you ready	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/13	20502	Best of the Pacific Northwest: Payroll Tax Issues in Washington and Oregon	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/13	20503	Do You Really Know Your 401(k) Fees? A Fiduciary Guide to Unpacking Costs and the Power of Benchmarking	1.0	TBD	TBD	TBD	TBD	1.0	Specialized Knowledge
05/13	20504	Integrating Payroll Disaster Recovery into Business Continuity Planning	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/13	20505	Overpayments: What Can We Do?	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/13	20506	Power Up your Payroll Implementation	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/13	20507	Prevailing Wage	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/13	20508	The Future of Earned Wage Access: Compliance, Innovation, and Real-World Impact	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/13	20601	Attract, Recruit, and Retain Top Payroll Talent	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/13	20602	Certified Payrolls	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/13	20603	Data Analytics: The Collision of Payroll Data and Reports	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/13	20604	Gender Pay Reporting and Equality	1.0	TBD	TBD	TBD	TBD	1.0	Personnel/Human Resources



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05/13	20605	Master Tax Equalization for Payroll	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/13	20606	Unlocking Value in Global Payroll:Leveraging Technology for Efficient Global Payroll Management	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/13	20607	Taxable and Nontaxable Fringe Benefits, Pt 1	1.0	TBD	TBD	TBD	TBD	1.0	Specialized Knowledge
05/13	20608	The Three C's of Child Support - Collaboration, Compliance, and Change	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/13	20701	Opening General Session "The Power of Belonging and Human Connection"	1.0	TBD	TBD	TBD	TBD	1.0	Personnel/Human Resources
05/14	30201	Cross Border Payroll Risk and Compliance	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/14	30202	How AI Agents are Solving Payroll's Most Complex Problems	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/14	30203	How to Stay Relevant To Get Payroll on the Board Agenda	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/14	30204	Navigating Payroll: From Industry Disruptions to Digitization	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/14	30205	Payroll Prospecting Through the Federal Reserve	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/14	30206	Social Tax Updates, From Unemployment to Family Leave to Medical Leave	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/14	30207	Strategic Globalization of Your Payroll Organization: Navigating the Complexities of International Expansion	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/14	30208	Taxable and Nontaxable Fringe Benefits, Pt 2	1.0	TBD	TBD	TBD	TBD	1.0	Specialized Knowledge
05/14	30301	General Session The Future of Work and Pay	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/14	30401	Navigating Global Payroll in an AI World	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/14	30402	Equity Compensation and a Mobile Workforce Abroad	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/14	30403	Global Payroll Documentation Inputs/Outputs	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/14	30404	Global/Regional Payroll Sourcing Strategy - Vendor Contracting	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/14	30405	Learn How Storytelling Matters for Payroll Professionals	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development



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05/14	30406	Optimizing Payroll Performance Through Continuous Process Improvement	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/14	30407	Success in Global Payroll Transformation: A Real-Time Case Study	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/14	30408	What's New in ACH Payments (NACHA)	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/14	30801	Age of AI: Transforming Payroll Processing and Attractiveness	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/14	30802	Calculating Deceased Wages Correctly	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/14	30803	Digital Nomads - Working from Home When Home Is In Another Country	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/14	30804	Domestic Mobility, Part 1	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/14	30805	Payroll in New York, Pt 1	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/14	30806	Payroll Performance Metrics: Key Indicators for Executive Decision-Making	1.0	TBD	TBD	TBD	TBD	1.0	Statistics
05/14	30807	Payroll Transformation Mastery - Leadership Starts with You	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development
05/14	30808	The Future is Now: A Conversation with the U.S. Department of Labor	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/14	31001	Love Pay Day Around the World	1.0	TBD	TBD	TBD	TBD	1.0	
05/14	31002	Best Practices for Leading Payroll Projects	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/14	31003	Domestic Mobility, Part 2	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/14	31004	Enabling Data-Driven Payroll Insights and Monitoring	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/14	31005	Global Payroll Structure & Governance and Change	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/14	31006	Leadership Aura - Your Presence Is Your Power	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development
05/14	31007	The Payroll Maverick - A One-Person Team	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development
05/14	31008	Introducing E-Verify+: Practical Solutions for Effortless Hiring and Compliance	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/14	31101	Exploring Payroll Risk in Early Earned Pay and Funds Availability	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization



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05/14	31102	California Labor Law and Payroll Tax Issues -Part 1	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/14	31103	Customer Service in Payroll	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development
05/14	31104	Employee Wage Garnishments Beyond Child Support	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/14	31105	Employment Standards and Nontaxation Issues in Canadian Payroll	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/14	31106	Get Payroll at the Table for Global Expansion	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/14	31107	Metrics and Measures, Get Started With KPIs	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/14	31108	Payroll in New York Pt 2	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/15	40201	1099-NEC and 1099-MISC Reporting: Federal and State Requirements	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/15	40202	California Labor Law and Payroll Tax Issues - Part 2	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/15	40203	Cross-Border Payroll 101	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/15	40204	Debunking Global Payroll Myths: The Reality of Multi-Country Payroll	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/15	40205	Deep Dive into Risk & Control in Global Payroll	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/15	40206	Mastering the Art of Persuasion, Negotiation and Influencing	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development
05/15	40207	Taxable and Nontaxable Fringe Benefits, Pt 3	1.0	TBD	TBD	TBD	TBD	1.0	Specialized Knowledge
05/15	40208	Zap! Pow! Payroll Career Superpowers with AI and RPA	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development
05/15	40401	Move Payroll Forward with AI: Practical Applications and Strategic Opportunities	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/15	40402	How to Build Confidence and Credibility	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development
05/15	40403	Seeing Ahead: Compliance Leadership Through Government Interaction	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development
05/15	40404	Keeping Payroll Compliant When Using a Global Employer of Record	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/15	40405	Make Using Analytics Applicable to You	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology



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05/15	40406	Supplemental Unemployment Benefit Plans; A Tax-Efficient Alternative to Lump-Sum Severance Payments	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/15	40407	Chief Payroll Officer – It's Time for a New C-Suite Executive	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/15	40408	The Road Ahead: Forecasting the Future of Payroll	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/15	40501	Beyond the Paycheck: Transforming Payroll into a Strategic Business Asset	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/15	40502	Embedding Global Payroll into Shared Services Model	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/15	40503	EOR Vs. PEO	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/15	40504	Navigating Union Payrolls with Confidence	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/15	40505	The Nuts and Bolts of Child Support	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/15	40506	Top 10 Wage and Hour Mistakes and How To Avoid Them	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/15	40507	Unstuck: Overcoming Paralysis by Analysis to Get Ahead in Payroll and Life!	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development
05/15	40508	Navigating the Global Payroll Ecosystem: Creating Seamless Integration Across Platforms for Better Workforce Insights	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/15	40701	Building Relationships Across HR, Payroll, and Finance	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development
05/15	40702	Building Trust in Payroll: 5 Key Strategies for Future-Proofing Payroll	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/15	40703	Fair Labor Standards Act	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/15	40704	Ohio State and Locals	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/15	40705	Navigating Canadian Payrolls: Taxation Challenges and Compliance	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/15	40706	Power Up Your Communication!	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development
05/15	40707	Unlocking Clarity: I Can't Read Your Mind	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development



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05/15	40708	Streamline Payroll Efficiency with Comprehensive Data Automation	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/15	40801	Closing General Session "Game On: Power Up with Energy, Attitude, and Innovative Ideas!"	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development
05/16	50101	Breaking Up Is Hard to Do: Ensuring Payroll Continuity in a Global Divestiture	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/16	50102	Ensuring Payroll Continuity Amid Cyber Disruptions	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/16	50103	From Transactions to Strategy: Transforming Payroll Professionals for Tomorrow's Challenges	1.0	TBD	TBD	TBD	TBD	1.0	Personal Development
05/16	50104	Imputed Income: What, When, Where, Why, and How	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/16	50105	Navigating the Emerging Tax Compliance Changes for Employers	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/16	50106	Mergers & Acquisitions From a Payroll Perspective	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/16	50107	Preparing and Analyzing Requests for Proposal	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/16	50108	RPA to Improve Your Auditing Techniques	1.0	TBD	TBD	TBD	TBD	1.0	Auditing
05/16	50201	It's State and Local Payroll Compliance	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/16	50202	Fill the Gap: History and Compliance Data From the Old to the New HCM System	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology
05/16	50203	FLSA: Regular Rate of Pay and Its Complexities	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/16	50204	How to Manage and Grow a Modern Payroll Team	1.0	TBD	TBD	TBD	TBD	1.0	Personnel/Human Resources
05/16	50205	Level Up Your VISA Knowledge-Navigating the Immigration Game	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/16	50206	Secrets of a Successful Year-End	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/16	50207	Trends and Insights: Reviewing 2025 State Unemployment Insurance Tax Rates and Looking Ahead to 2026	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/16	50208	Understanding How to Research Tax Issues and Communicate With Leadership	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/16	50301	AI Petting Zoo: Common AI Tools Payroll Admins Can Use Today	1.0	TBD	TBD	TBD	TBD	1.0	Information Technology



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05/16	50302	Creating an Effective Business Case	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/16	50303	Expats and How It Can All Go Horribly Wrong	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/16	50304	Post-Implementation Strategy for Payroll Teams	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/16	50305	Supplemental Wages Don't Require Withholding 22% Federal Income Tax!	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/16	50501	Compliance in Global Payroll: ROI vs Risk Management	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/16	50502	Employment Law Lessons Learned	1.0	TBD	TBD	TBD	TBD	1.0	Business Law
05/16	50503	Nonqualified Deferred Compensation Plans	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/16	50504	Passionate About Internal Controls	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/16	50601	Hot Topics for 2025	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/16	50602	How to Audit Your Payroll Department	1.0	TBD	TBD	TBD	TBD	1.0	Business Management & Organization
05/16	50603	Impact of the W-4 on Paycheck Calculations	1.0	TBD	TBD	TBD	TBD	1.0	Taxes
05/16	50604	Pennsylvania State and Locals	1.0	TBD	TBD	TBD	TBD	1.0	Taxes