



PAYROLL  
**CONGRESS**  
CONVENTION & EXPO

# PAYROLL POWER UP

Enter the world of Payroll Congress to level up  
your payroll knowledge and skills.

13-16 May 2025  
Orlando, Florida, USA



PayrollOrg

PayrollCongress.com



Thank you to the Payroll Congress 2025 Sponsors!





# WHY ATTEND?

Payroll Congress brings together payroll professionals from around the world for a four-day event designed to enhance their knowledge, skills, and networking. With educational sessions, workshops, and keynote speakers offering the latest information on payroll trends, regulations, and innovations, this conference is a must-attend for any aspiring payroll pro!

- Educational Sessions**  
Payroll Congress offers a wide array of education through over 100 workshops that help professionals stay up-to-date with payroll laws, compliance requirements, and industry best practices.
- Networking Opportunities**  
Payroll Congress fosters connections between payroll professionals, industry leaders, and solution providers, allowing attendees to share experiences, ideas, and strategies for improving payroll processes.
- Exposure to Payroll Technology and Solutions**  
Exhibitors showcase the latest tools and technology in payroll at the world's largest payroll expo, offering attendees a chance to learn about solutions that can enhance their efficiency and accuracy in managing payroll operations.
- Advocacy and Compliance Awareness**  
Payroll Congress promotes awareness of new government regulations and provides strategies to ensure businesses remain compliant with payroll laws at local, state, national, and global levels. It also keeps attendees updated on advocacy efforts for the payroll profession, including the latest legislative changes.
- Leadership and Strategic Thinking**  
Payroll Congress provides guidance on how payroll professionals can take on more strategic roles within their organizations, improving their leadership skills and contributing to broader business goals. This event offers practical insights on driving operational efficiencies, aligning payroll functions with corporate objectives, and creating a culture of continuous improvement. By focusing on innovation, process optimization, and data-driven decision-making, you will learn how to influence key business strategies and build stronger connections within your organization.

# HIGHLIGHTS

- ★ FÊTE—Payroll Congress Party**  
Make lasting memories at FÊTE!, the highly anticipated Payroll Congress party. It's the perfect way to let loose and celebrate with payroll friends new and old. Grab a drink and hit the dance floor or check out the interactive entertainment!  
  
Sponsored by 
- ★ Chapter Exchange Reception and Awards**  
Join PAYO's Board of Advisors and other payroll professionals from 102 active PAYO chapters across the country at this annual networking event on Monday, 12 May, 5:00 p.m. - 6:30 p.m. EDT!  
  
The Chapter Contest Awards (including the coveted Chapter of the Year award) will be announced. You do not need to be a chapter or PAYO member to attend. See who will win and let's celebrate all of the 2024 chapter success and hard work!  
  
Sponsored by 
- ★ Meet & Greet and #GetSocial**  
Meet up with Payroll Congress veterans and newbies at the Meet & Greet on Tuesday, 13 May, 10:00 a.m. – 11:00 a.m. EDT  
  
Stick around for #GetSocial, 13 May, 11:00 a.m. – 11:45 a.m. EDT to expand your network and meet social media enthusiasts.
- ★ Citation of Merit Photos**  
PayrollOrg awards citations to members who serve on a voluntary basis on national boards, committees, advisory groups, and task forces. Have your photo taken at the Citation of Merit Photo Station in the Expo on May 15, 12:30 p.m. - 2:00 p.m. EDT, to commemorate your achievement this year.
- ★ Recertification Credit Hours**  
FPC and CPP designation holders can earn up to 20 Recertification Credit Hours (RCHs) for attending Payroll Congress.  
  
Earn up to 14 RCHs for attending the live and on demand Virtual Congress. Virtual Congress is included with Payroll Congress; visit [PayrollCongress.com](https://PayrollCongress.com) for more information.
- ★ CPE Credits**  
Certified Public Accountants (CPAs) can earn up to 24 CPE credits for attending each applicable general session and workshop sessions.  
  
Earn up to 16.5 CPE credits for attending each general session and workshop sessions at Virtual Congress. No CPE credits will be given for on demand sessions.  
  
HRCI has approved live sessions at Payroll Congress for up to 17 HRCI credits. No HRCI credits for on demand sessions (if any).  
  
Society for Human Resource Management (SHRM) has approved live sessions at Payroll Congress for up to 19 PDCs. No SHRM credits for on demand sessions (if any).

# AGENDA

All times are Eastern Domestic Time

**MONDAY,  
12 MAY**

12:00 p.m. - 6:00 p.m. Registration  
5:00 p.m. - 6:30 p.m. Chapter Exchange Reception and Awards | Sponsored by **rapid!**

**TUESDAY,  
13 MAY**

7:00 a.m. - 6:30 p.m. Registration  
10:00 a.m. - 11:00 a.m. Meet & Greet  
11:00 a.m. - 11:45 a.m. #GetSocial  
12:30 p.m. - 1:30 p.m. Workshop Session 1  
1:45 p.m. - 2:45 p.m. Workshop Session 2  
3:00 p.m. - 4:00 p.m. Workshop Session 3  
4:30 p.m. - 6:00 p.m. **Opening General Session | Smiley Poswolsky**  
"The Power of Belonging and Human Connection" | Sponsored by **rapid!**  
Payroll Man and Woman of the Year Awards  
6:00 p.m. - 8:00 p.m. **Expo Grand Opening and Cocktail Reception**

**WEDNESDAY,  
14 MAY**

7:00 a.m. - 3:00 p.m. Registration  
8:00 a.m. - 9:00 a.m. Workshop Session 4  
9:15 a.m. - 11:00 a.m. **General Session — The Future of Work and Pay | John Sanei**  
"A.I.'s Impact on the Workplace: Challenges and Opportunities" | Sponsored by  **ADP**  
Always Designing for People®  
11:15 a.m. - 12:15 p.m. Workshop Session 5  
12:00 p.m. - 4:00 p.m. Expo Open  
12:15 p.m. - 1:15 p.m. Networking Lunch  
12:45 p.m. - 2:00 p.m. Power Hour  
2:00 p.m. - 3:00 p.m. Workshop Session 6  
3:00 p.m. - 4:00 p.m. Global Payroll Reception | Sponsored by **deel.**  
4:00 p.m. - 5:00 p.m. Workshop Session 7  
5:15 p.m. - 6:15 p.m. Workshop Session 8  
6:00 p.m. - 8:15 p.m. **Expo Open | Cocktail Reception and Dinner | Costume Contest**  
8:00 p.m. - 11:00 p.m. **FÊTE! — Payroll Congress Party** | Sponsored by  **experian**  
employer services

**THURSDAY,  
15 MAY**

7:00 a.m. - 12:00 p.m. Registration  
8:00 a.m. - 9:00 a.m. Workshop Session 9  
9:00 a.m. - 2:15 p.m. **Expo Open**  
10:00 a.m. - 11:00 a.m. Workshop Session 10  
11:15 a.m. - 12:15 p.m. Workshop Session 11  
12:15 p.m. - 2:15 p.m. Expo Open | Networking Lunch |  
Citation of Merit Photos | Exhibitor Prize Drawings  
2:15 p.m. - 3:15 p.m. Workshop Session 12  
3:30 p.m. - 5:00 p.m. **Closing General Session | Christine Cashen, CSP, CPAE**  
"Game On: Power Up with Energy, Attitude, and Innovative Ideas!"  
**Industry Expert Presentation – Reuben Thompson-Amarteifio**

**FRIDAY,  
16 MAY**

8:30 a.m. - 9:30 a.m. Workshop Session 13  
9:45 a.m. - 10:45 a.m. Workshop Session 14  
11:00 a.m. - 12:00 p.m. Workshop Session 15  
12:00 p.m. - 1:15 p.m. Lunch  
1:15 p.m. - 2:15 p.m. Workshop Session 16  
2:30 p.m. - 3:30 p.m. Workshop Session 17

# EDUCATION TRACKS

Congress offers four days of top-rated educational workshops. Choose from more than 100 60-minute workshops, offered in a variety of education tracks, to increase your level of understanding in all areas of payroll and related fields.



## Payroll Thought Leadership

These workshops focus on learning how to obtain significant return on investment and overcoming industry challenges with specific product solutions. These educational workshops showcase how organizations implemented specific solutions that positively impacted their bottom line.

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## Late-breaking Legislative and Regulatory Updates

These workshops review current and upcoming legislative and regulatory changes at both the federal and state level. These workshops are a must for anyone involved in maintaining compliance within their organization.



## Payroll Management and Operations

These workshops present topics critical to the efficient operation of the payroll process, to help ensure employees are paid accurately and to identify compliance issues and resolve them before your organization is subject to penalties.



## Benefits and Compensation

These workshops focus on compliance with benefits and compensation requirements, including the latest developments in fringe benefits, stock options, and nonqualified deferred compensation plans.



## Global Payroll

These workshops delve into global strategies and success, whether you are processing payroll for one country or multiple regions. Explore a wide spectrum of the payroll function, risks, compliance, and related issues from a global perspective.



## Technology

These workshops are designed for anyone focusing on technology covering the latest on artificial intelligence, robotic process automation, pre- and post-implementation, and metrics.



## Professional Development

These workshops offer insights and perspectives for enhancing your interpersonal skill set and advancing your career. Covering a range of topics from analytics and communications to metrics and negotiation skills, these sessions will further your professional growth.



## PAYO Tools

Are you interested in getting involved with PayrollOrg and/or expanding your knowledge about our tools and resources? Workshops in this track offer a variety of sessions covering the PAYO Bookshelf, chapters and community, the PayTrain e-Learning program, and volunteer opportunities.

# LEADERSHIP EXCELLENCE SERIES

Join our six-session Leadership Excellence Series with Pegine, Nick Day, and Patricia Fripp. Attend one or all of these exhilarating sessions that you won't soon forget when you get back to your workplace.



## Pegine

Motivational speaker, entrepreneur, and author Team Pegine, Inc.

**Leadership Aura**

**I Can't Read Your Mind**



## Nick Day

CEO & Founder, Podcast Host JGA Recruitment Group

**Payroll Transformation Mastery – Leadership Starts with You**

**Attract, Recruit, and Retain Top Payroll Talent**



## Patricia Fripp, CSP, CPAE

Motivational speaker, trainer, coach, and consultant Fripp & Associates

**Learn How Storytelling Matters for Payroll Professionals**

**How to Build Confidence and Credibility**

# KEYNOTE SPEAKERS

## OPENING GENERAL SESSION



**Smiley Poswolsky**

Workplace Belonging Expert,  
Thought Leader, and Author

**"The Power of Belonging and  
Human Connection"**

In a lonely, nonstop, overwhelmed workplace – as time spent face-to-face has been replaced with wall-to-wall Zoom meetings, 24/7 Teams messages, and the rapid rise of AI and ChatGPT – workplace belonging has withered. During this session, Smiley will share an interactive exercise for fostering team engagement and psychological safety, as well as practical tools and actionable habits to foster more human connection in every stage of the employee experience. Leave with an easy-to-use, action-based toolkit to create a culture of human connection for your people, your customers, and your company.

FOS: Personnel/Human Resources/1.0 RCH/  
1.0 CPE credit

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## The Future of Work and Pay

## GENERAL SESSION



**John Sanei**

Global Futurist, Business Strategist,  
and Best-Selling Author

**"A.I.'s Impact on the Workplace:  
Challenges and Opportunities"**

New developments in artificial intelligence are changing the face of work forever. In this keynote presentation, John will teach you how to adapt and evolve with this technology, instead of resisting its progress. Learn about the potential benefits and challenges that AI may bring and gain a better understanding of how to prepare for and adapt to these changes. This session will explore topics such as automating tasks, improving decision-making, and enhancing customer experiences, as well as highlighting case studies to demonstrate how AI can be applied in business settings.

FOS: Information Technology/1.0 RCH/  
1.0 CPE credit

Sponsored by **ADP**

## CLOSING GENERAL SESSION



**Christine Cashen, CSP, CPAE**

Hilarious Hall of Fame Speaker and Author

**"Game on: Power Up with Energy,  
Attitude, and Innovative Ideas!"**

Burnout might be calling, but it's game on! Christine's high-energy keynote will reveal real sources of power (spoiler: it's not the double-shot latte) and show you how to keep your energy and attitude at peak levels. With humor and practical takeaways, you'll discover how to uplift yourself—and everyone around you—with purpose, positivity, and resilience. Get ready to recharge, take control of your emotional game, and master creative strategies to stay fired up, unstoppable, and ready to win every day!

FOS: Personal Development/1.0 RCH/  
1.0 CPE credit

# INDUSTRY EXPERTS

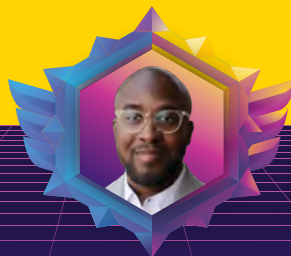
Hear inspiring stories and lessons learned from experienced professionals who have excelled in the payroll industry.

## PAYROLL CONGRESS



**Mindy Mayo, CPP**

Senior Managing Director  
Global Mobility Services, Employment Taxes  
KPMG US



**Reuben Thompson-Amarteifio**

Head of Global Payroll  
DoorDash

## VIRTUAL CONGRESS



**Kelli Gibson**

Vice President, Payroll Governance  
Marriott International

# EXPO

## Discover the Future of Payroll at Our Comprehensive Industry Expo!

Connect with industry-leading payroll service providers and unlock insights that will transform your business. This exclusive expo brings together the most innovative experts, cutting-edge technologies, and game-changing resources in the payroll landscape. Explore groundbreaking solutions, engage with top industry professionals, and gain valuable knowledge about the latest trends reshaping payroll management.

### TUESDAY, 13 MAY

6:00 p.m. - 8:00 p.m. Expo Grand Opening and Cocktail Reception

### WEDNESDAY, 14 MAY

12:00 p.m. - 4:00 p.m. Expo Open

12:15 p.m. - 1:15 p.m. Networking Lunch

3:00 p.m. - 4:00 p.m. Global Payroll Reception

*Meet and network with global payroll professionals*

Sponsored by **deel.**

6:00 p.m. - 8:15 p.m. Expo Open | Cocktail Reception and Dinner

### THURSDAY, 15 MAY

9:00 a.m. - 2:15 p.m. Expo Open

12:15 p.m. - 2:15 p.m. Networking Lunch | Exhibitor Prize Drawings



## 2025 Congress Exhibitors\*

Accu-Time Systems

ADP, Inc.

Andrews Technology

Asure

Business Software, Inc. (BSI)

Chime

CloudPay

D2Xchange

DailyPay, Inc.

Dayforce

Deel

Ebury

Engage Anywhere

EPCOR

Equifax, Inc.

Experian Employer Services

EY

Fintwist by Corpay

Fiserv Money Network

Global Payments

Grant Thornton

Inktup, LLC

Instant Financial

iSolved

Jobing

MasterTax, LLC

National Payroll Institute

Neyyamo

OneSource Virtual

Payactiv

PayrollOrg

Payslip

PayTrain

PeoplePay Global Payroll & HR

rapid!

Rippling

Robert Half

SIMX Corporation

Strata Global

Symmetry Software

Tapcheck

TCP Software

Thomas & Company

TransferMate Global Payments

U.S. Bank

UKG

ValeU Group

Workday, Inc.

World Investment Advisors

WorldatWork

\*As of press time

# REGISTRATION DETAILS

## Event Pass Options

<b>ALL-ACCESS PASS</b> (4 Days + Virtual Congress)	<b>Member</b> <b>\$2,230</b>	<b>Colleague</b> <b>\$2,410*</b>	<b>Nonmember</b> <b>\$2,510*</b>
<ul style="list-style-type: none"> <li>• More than 100 educational workshop sessions and up to 20 RCHs</li> <li>• The world's largest payroll Expo, with nearly 100 vendors</li> <li>• Free access to Virtual Congress for additional education and up to 14 RCHs (\$699 value)</li> </ul> <p>* 1-year PayrollOrg Membership (\$340 value, for Colleagues and Nonmembers registering for the All-Access Pass)</p>			
<b>Three-Day Pass</b>	<b>\$1,950</b>	<b>N/A</b>	<b>\$2,520</b>
<b>Two-Day Pass</b>	<b>\$1,300</b>	<b>N/A</b>	<b>\$1,680</b>
<b>One-Day Pass</b>	<b>\$650</b>	<b>N/A</b>	<b>\$840</b>
<ul style="list-style-type: none"> <li>• General Session(s) with internationally recognized speakers and keynotes</li> <li>• Educational workshop sessions</li> <li>• The world's largest payroll Expo, with nearly 100 vendors</li> </ul>			

Unlock exclusive savings with **group pricing for 3 or more!**  
Contact us at [GroupRate@payroll.org](mailto:GroupRate@payroll.org) to learn more and send your team today!

## Register

*Online:* Go to [payrollcongress.com](http://payrollcongress.com)

*Mail:* Print out a registration form at [payrollcongress.com/attend](http://payrollcongress.com/attend) to mail a check

Book your housing by 18 April at [payrollcongress.com/housing](http://payrollcongress.com/housing)

## Important Details

### Registration Fees

Payment in U.S. dollars must accompany your registration.  
(Currency Converter: [www.xe.com](http://www.xe.com))

All-Access Pass Registration includes access to all handouts provided by speakers, Virtual Congress & Expo, 1-year PayrollOrg Membership (for Colleagues and Nonmembers), and the following special events:

- 17 Payroll Congress workshop sessions and all keynote and special guest speakers
- Expo Grand Opening and Cocktail Reception, 13 May
- Lunches, 14-16 May
- Expo Cocktail Reception, Dinner, and Party, 14 May

Registration for One-, Two-, or Three-Day passes includes workshops, lunches, and entrance to the Expo. Please note:

- Evening events are NOT included with these packages unless your registration is for or includes 14 May, which also includes the Dinner and Party.
- Only adults age 21 or older will be admitted to the Party on 14 May.

Guest Tickets to the party must be purchased and picked up prior to 3:00 p.m. EDT on 14 May.

### Special Services

If you require special services, please call Customer Service at +1.210.224.6406.

### Cancellations/Substitutions

Please read our Event Policies found at [Payroll.org/Policies](http://Payroll.org/Policies), regarding registration, transfers, substitutions, travel arrangements, and consent to use your photograph and contact information. Please also read our Health and Safety Policies found at [Payroll.org/health-and-safety](http://Payroll.org/health-and-safety). Guest must also follow the Health and Safety Procedures.

### Granting Attendee Registration and Admission

PayrollOrg, or their officially designated event management, in their sole discretion, reserves the right to accept or decline an individual's registration for Payroll Congress. Further, PayrollOrg, or event management, reserves the right to prohibit entry or remove any individual, whether registered or not, whether they are attendees, exhibitors, representatives, or vendors, who in PayrollOrg's or event management's sole opinion are not, or whose conduct is not, in keeping with the character and purpose of the event.

Contact Customer Service at +1.210.224.6406 or [CustomerService@payroll.org](mailto:CustomerService@payroll.org), M-F, 8:00 a.m. - 6:00 p.m. EDT.

### Recertification Credit Hours (RCHs), Continuing Education Units (CEUs), and Continuing Professional Education (CPE) Credits

CPPs and FPCs: After attending the 2025 Payroll Congress, you will receive an online evaluation. After completing the evaluation and showing you have met the requirement to select and attend individual workshops and general sessions that are eligible for RCHs, you will have an opportunity to print your thank you letter confirming your attendance and the award of up to 20 RCHs and 2.0 CEUs. Retain the "thank you for attending" letter in case you need it for a recertification audit. Certified Public Accountants (CPAs) seeking CPE credits must follow the National Association of State Boards of Accountancy (NASBA) guidelines. You will receive your CPE credits 6-8 weeks after the conference. Certified Payroll Accountants (CPA) can earn up to 24 CPE credits for attending each applicable general session and workshop sessions. Earn up to 16.5 CPE credits for attending each general session and workshop sessions at Virtual Congress. No CPE credits will be given for on demand sessions.



PayrollOrg is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: [www.learningmarket.org](http://www.learningmarket.org). No prerequisites or advance preparation required. Delivery method: Group Live. Program level: Overview. PayrollOrg's CPE sponsor identification number with the NASBA is 103152.

**CPE Complaint Resolution Policy:** PayrollOrg will make every effort to resolve complaints regarding NASBA compliance within a reasonable amount of time and in a confidential manner. A formal complaint must be submitted in writing and must set forth a statement of the facts and the specific remedy sought. Submit CPE complaints to: PayrollOrg, Attn: Certification, 660 North Main Avenue, Suite 100, San Antonio, Texas, USA 78205-1217. Certification: +1.210.226.4600.