

2024

PAYROLL

**MID-YEAR
COMPLIANCE**

UPDATE

Dive into emerging developments on analytics, technology, and fraud awareness.

Interactive classroom, webinar, and webinar on demand options starting in June.



PayrollOrg

Payroll.org/Mid-Year-Update

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PAYROLL MID-YEAR COMPLIANCE UPDATE

Learning Objectives

- Identify key elements to be reviewed throughout the year
- Review new and updated laws and regulations
- Learn about the latest payroll technology innovations
- Recognize the red flags and how to avoid fraud
- Determine the importance of analytics for your organization

Interactive Virtual Classroom*

June 11

Course code: 24PMC01Z

June 13

Course code: 24PMC02Z

Earn up to 6 Recertification Credit Hours (RCHs), 0.6 Continuing Education Units (CEUs), or 7 Continuing Professional Education (CPE) credits. Program Level: Overview. No advance preparation or prerequisites required.

CPE Fields of Study: Taxes=3.5, Business Law=2.0, Business Management & Organization=1.0, Information Technology=0.5

*Program is subject to change without notice. Visit Payroll.org/Mid-Year-Update for class start times.

Four-Segment Webinar Series

Segment 1: Check-Up Strategy

Presented Live: June 18

Course code: 24PMC01L

(On Demand: 24PMC01R)

Field of Study: Taxes=0.5, Business Law=0.5,
Business Management & Organization=0.5

Segment 2: Federal Regulatory Compliance

Presented Live: June 20

Course code: 24PMC02L

(On Demand: 24PMC02R)

Field of Study: Taxes

Segment 3: Data Integrity and Analytics

Presented Live: June 25

Course code: 24PMC03L

(On Demand: 24PMC03R)

Field of Study: Taxes=1.0, Business Management
& Organization=0.5

Segment 4: Federal Compliance and Emerging Technologies

Presented Live: June 27

Course code: 24PMC04L

(On Demand: 24PMC04R)

Field of Study: Taxes=1.0, Information Technology=0.5

All Four Segments: Presented on segment dates shown.

Course code: 24PMC00L (On Demand: 24PMC00R)

Earn up to 1.5 RCHs and 1.5 CPE credits for each segment attended. CPE credits for webinars on demand are not available. Delivery Method: Group Internet-Based. Program Level: Overview. No advance preparation or prerequisites required. See individual segments for Fields of Study.

Course Outline

CHECK-UP STRATEGY

◆ Actionable Items

- Check-off list
- Assignments
- Follow-up
- Lessons learned

◆ Reconciliations

- Risk assessment
 - Frequency
 - Exact vs. reasonable
- Reporting
 - Pay period
 - Monthly
 - Quarterly
 - Annually
- Deductions to payments
 - Taxes
 - Garnishments
 - Other deductions
- Other inputs to payroll

RATES, LIMITS, AND EXCLUSIONS

◆ Social security

- Wage base
- Tax rates

◆ Medicare and Additional Medicare

- Tax rates

◆ Fringe benefits

- Group-term life insurance
- Dependent GTL coverage
- Awards and prizes
- Qualified transportation

◆ Federal standard mileage rates

◆ Automobile rates for employer-provided vehicles

◆ Flexible spending arrangements

- Health care
- Dependent care

◆ Health savings accounts

◆ Medical savings accounts

◆ Adoption assistance

◆ Retirement plans

- Elective deferrals
- Catch-up contributions

◆ Federal per diem rates

- Lodging and M&IE rates
- High-low substantiation method

◆ Foreign earned income and housing exclusions

◆ W-2 reporting of cost of employer-provided health coverage

◆ ACA employer shared responsibility payments

◆ Information return penalties

UNEMPLOYMENT

◆ 2023 FUTA Credit Reduction

◆ Potential 2024 FUTA credit reduction

◆ 2024 SUI Wage bases

DATA INTEGRITY AND ANALYSIS

◆ Auditing, Validation, and Verification

- Limit and threshold review
- Negative wages
- Taxable wages
- Taxes
- Social security number verification

- Employee address
- Special reportable items (Form W-2)

◆ Detecting Payroll Fraud

- Time clock abuse
- Falsification of wages
- Commission and bonus fraud
- Payments after termination

FEDERAL COMPLIANCE

◆ Laws and regulations

- IRS
 - De minimis error safe harbor
 - SECURE 2.0 updates
- DOL
 - FLSA worker classification
- USCIS
 - Remote document review
 - Disaster guidelines
- Agency initiatives
- ◆ Court cases and decisions
- DOJ
- FMLA
- Taxes
- Miscellaneous

EMERGING TECHNOLOGIES

◆ Trending Technology

- Earned wage access (EWA)
- Newest trends
- ◆ The Future
- Digital currency

Register at Payroll.org/Mid-Year-Update

2024 Payroll Mid-Year Compliance Update | Registration Form

Register online: Payroll.org/Mid-Year-Update

1

Registration

I would like to:

Register for the following class: Interactive Virtual Classroom

Date: _____ Course Code: _____

I am a PayrollOrg Member ID# _____ \$580

I am a COLLEAGUE of a PayrollOrg Member (at the same street address)...\$700

Colleague's ID #: _____

Member's Name: _____

Member's ID #: _____

I would like to join PayrollOrg now AND register at the member rate.....\$914

**Members save
\$270 on course
registration!**

Class Registration Fee at Member Rate.....\$580

Annual Membership Dues*.....\$299

One-Time Enrollment Fee.....\$35

TOTAL.....\$914

I am not a PayrollOrg Member or Colleague. ID# (if known) _____ \$850

Register for the following Webinar or Webinar On Demand**:

Live On Demand

Segment 1 24PMC01L 24PMC01R \$199†

Segment 2 24PMC02L 24PMC02R \$199†

Segment 3 24PMC03L 24PMC03R \$199†

Segment 4 24PMC04L 24PMC04R \$199†

All 4 Segments 24PMC00L 24PMC00R \$580†

YOUR COURSE REGISTRATION INCLUDES:

- An individual PDF of the course workbook for Interactive Virtual classes, Webinars, and Webinars On Demand
- 6 RCHs, 0.6 CEU, or 7 CPE credits upon completion

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Payment Information

Payment in U.S. dollars must accompany registration form.
Currency Converter: www.xe.com

Three Enrollment Options:

Online

Payroll.org/Mid-Year-Update.html

Fax

210-224-6038

Mail

To address below

I authorize the API Fund for Payroll Education, Inc. to CHARGE my:

American Express Discover Mastercard Visa

Card is: (check one) Corporate Personal

Card #: _____

Exp. Date: _____ CVV Code: _____

Name on Credit Card: _____

Signature of Cardholder: _____

Purchase Order #: _____ (for government agencies/universities only)

Make CHECK payable and mail to:

PayrollOrg

660 North Main Avenue, Suite 100

San Antonio, TX 78205-1217

Email: CustomerService@payroll.org • Visit: www.Payroll.org

Phone: 210-224-6406 • M-F, 7 a.m.-5 p.m. CT

I have read and agree to the Event Policies found at Payroll.org/Policies

If you require special services, please call Customer Service at least 14 days in advance of the event.

2

Registrant Information (please print)

Registrant's Primary Address

Name: _____

Title: _____

Organization: _____

Street Address: _____

City: _____

State/Province: _____ Country: _____

ZIP + 4-Digit/Postal Code: _____ + _____

Phone: _____ Fax: _____

(Area/Country Code)

(Area/Country Code)

Email: _____

(For official PayrollOrg communications, registration confirmations, *Payroll Currently*, and PAYTECH-Digital)

Please indicate if you are: CPA PA (For NASBA reporting purposes)

Needed for account verification

Birthdate: ____/____/____

Registrant's Secondary/Home Address

Street Address: _____

City: _____

State/Province: _____ Country: _____

ZIP + 4-Digit/Postal Code: _____ + _____

Phone: _____ Fax: _____

(Area/Country Code)

(Area/Country Code)

Email: _____

Have you ever:

Purchased something from PayrollOrg (formerly APA and GPMI)? Yes No

Had a membership with PayrollOrg (formerly APA and GPMI)? Yes No

If yes, what name was it under? _____

What was the company name? _____

*Dues are subject to change without notice and are nonrefundable. Membership is on an individual basis; corporate memberships are not available. 100% of PayrollOrg membership dues are deductible as an ordinary business expense. An enrollment fee of \$35 is charged to all new members and to reinstate members inactive for more than 90 days.

†You will receive course materials via email for each registered segment.

Prices listed are for Members. Go to www.Payroll.org for Colleague and Non-Member prices, and cancellation policies.

**You may be required to pay sales tax on this item. Please visit Payroll.org/sales-tax for a list of applicable sales tax.

For all program information go to: Payroll.org/Mid-Year-Update.html



Credit for Recertification and Continuing Education: 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.nasbaregistry.org. PayrollOrg's CPE sponsor identification number with NASBA is 103152. No prerequisites or advance preparation required. Course level: Overview. Delivery method and Field of Study: Group Internet Based, Taxes=3.5, Business Law=2.0, Business Management & Organization=1.0, Information Technology=0.5. CPE Credits are not available for Webinars On Demand.

Last updated: April 23, 2024

EMT: 9V

FOR OFFICE USE ONLY:

Date: _____ Order #: _____ Batch #: _____

Group #: _____ Check #: _____ C/P: _____ Total: \$ _____