



VIRTUAL CONGRESS

AGENDA

All times are Eastern Daylight Time (EDT)

Thursday, 9 July - 10:30 a.m. - 5:30 p.m.

Sponsors

Take advantage of this unique opportunity to connect with our sponsors in their exclusive lounges. Engage through the main lounge chat walls or request a one-to-one private chat.

Thanks to their sponsorships, Virtual Congress can continue reaching those unable to attend Payroll Congress in person, as well as those seeking additional education and engagement opportunities within the payroll community.

Collect Badges

Engage in all areas of Virtual Congress and earn as many badges as you can. Follow the Badge Leader Board to see how you and your peers rank throughout the day. Plus join in the Badge Scavenger Hunt. Find the hidden badge survey questions in various areas throughout the environment and be entered to win a free registration to the 45th Annual Payroll Congress in San Antonio, TX USA.

Play Payroll Trivia

Sponsored by  **JCA Recruitment Group.**

Visit our Game Center and test your payroll knowledge. All trivia participants will be entered into a drawing to win a free registration to the 45th Annual Payroll Congress in San Antonio, TX USA.

General Session - 10:45 a.m. - 12:00 p.m.

Unlocking Possibility With the REINVENT•ABLE™ Mindset

Sponsored by 

Nataly Kogan

Transformation Expert, Best-Selling Author, and Former Tech CEO

Industry Expert Challenging the Status Quo: Applying Meaningful Change and Seizing Opportunity

Pablo Ortiz, CPP

Sr. Payroll Manager, Global Publishing
Ubisoft

Networking Lounge Meet & Greet - 12:00 p.m. - 12:30 p.m.

Nataly Kogan

Transformation Expert, Best-Selling Author, and Former Tech CEO

Virtual Congress is available on demand 10 July - 8 October 2026.



Workshop 1A - 12:30 p.m. - 1:30 p.m.

Downstream Effects of Payroll on Accounting & Expenses

This session explores the important relationship between payroll and the general ledger and why it matters to an organization's financial health. Participants will learn how accurate payroll data supports financial reporting, audit compliance, budgeting and forecasting, tax reporting, and regulatory requirements. We will also highlight payroll's broader impact on finance and its role in maintaining organizational accuracy and accountability.

Luanne Brown, MPA, CPP
Director, Payroll
Ilitch Companies

Karen Settembrino, CPP
Product Director, HCM
Alithya

Workshop 1B - 12:30 p.m. - 1:30 p.m.

Beyond Borders: Building a Resilient Global Payroll Model in the Midst of Volatility

Payroll professionals face unprecedented complexity in today's rapidly changing environment. We will explore how business process outsourcing (BPO) and technology can help future-proof payroll operations against volatility while serving as strategic levers to improve agility, strengthen compliance, and reduce operational risk. Attendees will learn how automation, cloud-based platforms, and strategic outsourcing can streamline operations, reduce compliance exposure, and support a globally distributed workforce.

Nicolas Pavan
Associate Director - Global Payroll Solutions
Grant Thornton Ireland

Gerard Walsch
Partner - Financial Accounting Advisory Services
Grant Thornton Ireland

Networking Lounge Meet & Greet - 1:30 p.m. - 1:45 p.m.

James "Jim" Medlock, CPP
President
PayrollOrg

Workshop 2A - 1:45 p.m. - 2:45 p.m.

From Bland to Brilliant, Capture Attention, Deliver Clarity, and Make Payroll Matter

Success is not an accident. It is the result of disciplined thinking, intentional language, and professional habits practiced daily. This session will explore how top performers distinguish themselves and deliver practical strategies to help you elevate how you prepare, present, and position yourself as a trusted professional. Discover how your mindset shapes your message, why the words you choose influence, and how professional behaviors create confidence in others.

Patricia Fripp, CSP, CPAE
Executive Speech Coach
A Speaker For All Reasons / Fripp Virtual Training



Workshop 2B - 1:45 p.m. - 2:45 p.m.

Advanced Tax Notice Resolutions

State, local, and federal tax notices are on the rise and have become a regular part of payroll operations. Join this session for a practical discussion on common notices, how to respond effectively, maintaining a tracking process, and working with third-party providers. We'll address key questions such as who is responsible, whether the organization or vendor should pay, and when penalty abatement may be possible. This session will also explore how to navigate IRS and state agency processes to reach resolution, including which penalties may be abated and how.

Rebecca "Becky" Harshberger, CPP

Employment Tax Expert

Retired

Mindy Mayo, CPP

Senior Managing Director

KPMG

Networking Lounge Meet & Greet - 2:45 p.m. - 3:15 p.m.

Dan Maddux

Executive Director

PayrollOrg

James "Jim" Medlock, CPP

President

PayrollOrg

Workshop 3A - 3:15 p.m. - 4:15 p.m.

Requirements Under DOL for Prevailing Work

This session will help employers that are subject to the Federal Davis-Bacon Act, the Service Contract Act (SCA), and state or local prevailing wage laws to better understand their compliance obligations. Participants will learn how to determine covered work, interpret wage determinations, establish proper rates of pay, and manage key requirements related to contractors, apprentices, trainees, fringe benefits, audits, and enforcement. The session will also highlight important 2026 regulatory updates and workforce development programs that can help employers meet evolving apprenticeship requirements while reducing compliance risk.

Cari Breiting, CPP

Director, HRIS and Payroll

BELFOR Property Restoration

Workshop 3B - 3:15 p.m. - 4:15 p.m. Sponsored by Corpay[^] | Prepaid

Modernizing Payroll: How Disbursement Solutions Empower Payroll Teams and Drive Operational Efficiency

In today's evolving workforce, payroll teams are under increasing pressure to deliver fast, flexible, and compliant payments to employees, contractors, and contingent workers. This session will explore how modern disbursement solutions can streamline payroll operations, reduce manual processes, strengthen financial control, and improve the employee experience. Through real-world use cases and practical examples, attendees will learn how payment innovation can reduce risk, accelerate payouts, and support a modern, mobile-first workforce.

Brian Slowik

SVP of Prepaid Sales

Corpay



Networking Lounge Meet & Greet - 4:15 p.m. - 4:30 p.m.

Dan Maddux
Executive Director
PayrollOrg

Workshop 4A - 4:30 p.m. - 5:30 p.m.

Payroll Research Master With AI: A Game Plan for Tracking Laws, Rates, and Regulatory Changes

In today's fast-moving payroll compliance landscape, the traditional "search and hope" approach to research is no longer enough. Attendees will learn how to use AI to stay ahead of federal, state, and local mandates, as well as create a "Compliance Game Plan." Leave this session with a practical 30-day adoption roadmap for implementing a faster, verified compliance research workflow.

Christopher Wood, CPP
Lead Editor
Thomson Reuters

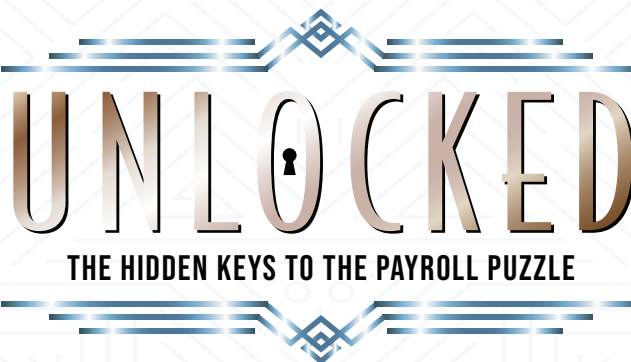
Workshop 4B - 4:30 p.m. - 5:30 p.m.

Handling Court Orders, Claims, and Settlements

In addition to child support orders, creditor garnishments, and other employee levies, employers may receive court orders, wage or damage claims, or settlements that create liabilities payable to current or former employees or agencies. Knowing how to handle these documents requires understanding their details, validity, and jurisdiction, as well as any reporting and tax implications—especially for claims for back wages. Court orders and out-of-court settlements are generally handled differently because settlements may not carry the same authority. While payroll professionals are not expected to be legal experts, a basic understanding of these documents is essential.

Gretchen Inouye, CPP
Payroll Consultant

Karen Ward, CPP
U.S. Payroll Compliance Consultant
Spanish Oak Solutions, LLC



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