



**304 Route 22 West  
Springfield, NJ 07081**

**9/27/2024**

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## REGISTRATION

To register for the conference, visit: [www.njstatewidepayrollconf.org](http://www.njstatewidepayrollconf.org).

A thank you to the New Jersey Statewide Planning Committee for their efforts in putting this conference together.

### Kenneth Klimik, CPP - CONFERENCE CHAIRPERSON

Joanne Avallone, CPP	Marlena Cowan, CPP	Karen Fink
Mona Moorjani, CPA	Ana Murphy, CPP	Michael Pappas, CPP
Walter Schubert	Olga Spender, CPP	Theresa Volpe, CPP
Jessica Wang, CPP	Cynthia Washington, CPP	Karen Wohl, CPA
Ryan Yannetta, CPP, PHR, SHRM-CP		

# CONFERENCE AGENDA

<b>REGISTRATION &amp; BREAKFAST</b>		<b>7:00 – 7:50 AM</b>
<b>OPENING GENERAL SESSION</b>		<b>7:50 – 8:00 AM</b>
<b>MORNING GENERAL SESSION KAPLAN MOBRAY</b>		<b>8:00 – 9:30 AM</b>
<b>VENDOR BREAKOUT</b>		<b>9:30 – 10:00 AM</b>
<b>WORKSHOPS SESSION 1</b>		
<b>A – Tax Planning: Navigating The Everchanging Unemployment Landscape</b>	<b>Jared Vale &amp; Joe Franzetti</b>	<b>10:00 – 11:30 AM</b>
<b>B – NJDOL Laws &amp; Programs: What Payroll Professionals Need To Know</b>	<b>Rebecca Glinn, Nicole Jacoby &amp; Rabbi El-Dix</b>	
<b>C – Fostering Change Through Storytelling</b>	<b>Cecily Tyler</b>	
<b>VENDOR BREAKOUT</b>		<b>11:30 AM – 12:00PM</b>
<b>LUNCH</b>		<b>12:00 PM – 1:00PM</b>
<b>WORKSHOPS SESSION 2</b>		
<b>A – AI, Intelligent Automation &amp; Payroll</b>	<b>Jon Stone &amp; Dylan McLaughlin</b>	<b>1:15 PM – 2:45 PM</b>
<b>B – Alternative Funding Solutions in Today’s Economy</b>	<b>George Mavrantzas</b>	
<b>C – Storytelling Through Data Integrity &amp; Data Visualization</b>	<b>Alexander-Ali Dalipi</b>	
<b>VENDOR BREAKOUT</b>		<b>2:45PM – 3:00 PM</b>
<b>VENDOR GIFT DRAWING</b>		
<b>WORKSHOPS SESSION 3</b>		
<b>A – Hot Topics at PayrollOrg &amp; Washington, DC</b>	<b>Edward Kowalski, Esq.</b>	<b>3:00PM – 4:30 PM</b>
<b>B – Unemployment Trends &amp; Insights: Reviewing 2024 &amp; Looking Ahead To 2025</b>	<b>Matthew White</b>	
<b>CLOSING SESSION &amp; GIVEAWAYS</b>		<b>4:30PM – 4:45 PM</b>

# **CONFERENCE HIGHLIGHTS**

## **NETWORKING**

Take the opportunity to meet your fellow payroll professionals and exchange business cards.

## **AWARD CEREMONIES**

Many members of PayrollOrg give back to their fellow payroll professionals. This selflessness is why the New Jersey chapters of PayrollOrg continue to survive. The Statewide Planning Committee will honor three such exceptional members.

## **VENDOR HALL**

Come to the vendor hall and see the latest innovations. Search for products and/or services that are available to help you and your company provide the best payroll processes to its employees.

## **RECERTIFICATION CREDIT HOURS**

PayrollOrg in the past has approved this conference for Recertification Credit Hours (RCHs). Based upon their past determinations, FPC and CPP designations can earn up to six (6) RCHs for attending this conference.

# MORNING GENERAL SESSION



**KAPLAN MOBRAY**

**EXCELLENCE IS A CHOICE:  
EMBRACING THE POWER OF CHANGE TO ELEVATE YOUR IMPACT**

Managing change and uncertainty is one of the biggest challenges facing leaders and business owners today. The ability to adapt to crises and stressful situations is what creates high performing teams and sustains a high-performance culture. This engaging presentation and workshop teaches participants how to manage change and uncertainty during times of stress and chaos. Learn how to be more flexible, how to adapt to uncertainty and embrace change as a learning tool that elevates their performance and unleashes creativity. As change becomes an unpredictable norm the ability to stay resilient and adopt an Excellence mindset is what will drive organizations to experience elevated levels of growth. This presentation offers tools to help individuals become more emotionally resilient and to use change agility to foster innovation. You will be inspired to navigate change and uncertainty in new ways throughout all stages of your career and life.

# WORKSHOPS & SPEAKERS

## WORKSHOPS SESSION 1 10:00AM - 11:30AM

### A – TAX PLANNING: NAVAGATING THE EVERCHANGING UNEMPLOYMENT LANDSCAPE



**JARED VALE  
FOUNDER &  
OWNER  
VALEU GROUP**

Tax Planning is an integral part for Employers to remain compliant and reduce their unemployment cost. Restructures, acquisitions, expansion, quarterly audits, claims wins & other savings techniques are all examples of prime savings opportunities. When Employers undergo such events, there are many opportunities to secure savings and avoid cost increases, all while remaining state compliant. Doing this while states are constantly adding new legislation is challenging. This session will discuss all aspects of Unemployment Tax and will answer all questions you may have that are specific to your company or industry.



**JOSEPH FRANZETTI  
EXECUTIVE VICE  
PRESIDENT  
VALEU GROUP**

### B – NJDOL LAW & PROGRAMS: WHAT PAYROLL PROFESSIONALS NEED TO KNOW



The NJ Department of Labor and Workforce Development is here to answer your questions about our laws and programs. Presenters will cover Unemployment Insurance, Temporary Disability and Family Leave Insurance, Wage and Hour Law, and other employer resources.



**REBECCA GLINN  
POLICY MANAGER**

**NICOLE JACOBY  
COMMUNITY OUTREACH  
& RESOURCE PLANNING**

**RABBI-EL DIX  
UNEMPLOYMENT  
RESOURCE  
TECHNICIAN**

**NEW JERSEY DEPARTMENT OF LABOR**

### C– FOSTERING CHANGE THROUGH STORYTELLING



In today's business landscape, payroll is no longer just a back-office function, yet in many cases, the stigma still haunts the payroll professional. So how can we help payroll change their image and improve its functions? In this workshop learn how to change the narrative of payroll through story. Explore the art of storytelling and how to break the stigma around payroll. Learn effective ways to change the narrative from traditional thinking to one that supports and builds up payroll, so you can take your story to the streets.

**CECILY TYLER,  
LEAD PROGRAM  
MANAGER  
HUMAN RIGHTS  
INSIGHT GROUP  
UKG**

# WORKSHOPS & SPEAKERS

## WORKSHOPS SESSION 1:15PM - 2:45PM

### A – A.I., INTELLIGENT AUTOMATION & PAYROLL



**JON STONE**  
MANAGING DIRECTOR

This workshop will discuss the integration and optimization of payroll and HR functions, through the use of artificial intelligence, bots, and automation. The workshop will also cover how AI, bots, and automation impact the current workforce and expectations of a payroll department.



**DYLAN Mc LAUGHLIN**  
MANAGER

**GLOBAL MOBILITY SERVICES EMPLOYMENT TAX**  
KPMG

### B - ALTERNATIVE FUNDING SOLUTIONS IN TODAY'S ECONOMY



This workshop will explore alternative funding solutions for businesses who struggle with today's traditional and outdated bank programs. Attendees will be provided an introductory overview of invoice factoring and payroll funding and how it has helped thousands of businesses have immediate access to cash flow to grow their businesses.

**GEORGE MAVRANTZAS,**  
CLIENT  
RELATIONSHIP  
EXECUTIVE  
ROUND TABLE  
FINANCIAL

### C – STORYTELLING THROUGH DATA INTEGRITY & DATA VISUALIZATION



This workshop will introduce the fundamentals of understanding datasets, data structure, and data integrity for payroll professionals. Familiarizing yourself with these basic concepts will allow the professionals to analyze, manipulate, and produce visual presentations of their data in a storytelling format. This begins the journey toward business intelligence analytical reporting to empower payroll leaders with the data needed to produce effective decision-making choices.

**ALEXANDER-ALI DALIPI**  
CEO & FOUNDER  
HR1 SYSTEMS

# WORKSHOPS & SPEAKERS

**WORKSHOPS SESSION 3:00PM - 4:30PM**

## **A – HOT TOPICS AT PAYROLLORG & WASHINGTON, D.C.**



This workshop covers what is new at PayrollOrg and the hot topics and latest developments out of Washington, D.C., about which New Jersey payroll professionals need to be aware.

**EDWARD  
KOWALSKI,  
ESQ.  
SENIOR  
MANAGER  
PAYROLL  
INFORMATION  
RESOURCES  
PAYROLLORG**

## **B – UNEMPLOYMENT TRENDS & INSIGHTS: REVIEWING 2024 & LOOKING AHEAD TO 2025**



This workshop will focus on the road to solvency for state UI trust funds, review legislative updates relating to Federal and State UI tax rates and discuss strategies to assist employers in reducing their UI Cost. The workshop will also forecast if 2025 state unemployment insurance tax rates appear to be improving and discuss what that may mean to employers' overall UI tax costs.

**MATTHEW  
WHITE  
ACCOUNT  
EXECUTIVE  
EMPLOYMENT  
TAX SERVICES  
EQUIFAX  
WORKFORCE  
SOLUTIONS**



# REGISTRATION & OTHER INFORMATION

Registration is online at: [www.njstatewidepayrollconf.org](http://www.njstatewidepayrollconf.org)

Early registration and discount (payment received no later than August 1st)..... \$295.00

Regular registration (all payments received after August 1<sup>st</sup>)..... \$325.00

## ONLINE PAYMENT IS PREFERRED

If you must pay by check, please register online first. Send your check for payment to:

New Jersey Statewide Payroll Conference

c/o Karen Wohl

1125 Edgebrook Drive S.

Toms River, NJ 08757

Make check payable to: NJSPC

Registration will be considered complete when payment has been received. To receive the Early Registration discount, all payments must be postmarked by August 1<sup>st</sup>.

### **Cancellations and Substitutions**

The NJSPC cannot honor cancellations or refunds. If you wish you may substitute another colleague from your company by emailing us at: [questions@statewidepayrollconf.org](mailto:questions@statewidepayrollconf.org) with the original registrant's name, the substitute registrant's name, title, email and phone number. If you do not have a substitute notify us at the same email address no later than September 13, 2024 and you will be issued a credit for next year's conference less a \$75.00 cancellation fee. This credit is only good for the 2025 conference. Cancellations received after September 13, 2024 will not be honored.

### **DISCOUNTED HOTEL ROOMS**

The Hilton Garden Inn Springfield will have a limited number of rooms available at a discounted rate of \$180.00 per night plus tax and fees. For reservations call (973) 232-5300. Please provide the arrival and departure date and mention the code PAYOLL or NEW JERSEY STATEWIDE PAYROLL. Be advised that reservations received after August 27, 2024 will be on a space available basis and not at a discounted rate. To reserve a room online, click the below link or copy it into your browser:

<https://www.hilton.com/en/book/reservation/deeplink/?ctyhocn=EWRSPGI&groupCode=PAYRLL&arrivaldate=2024-09-26&departuredate=2024-09-27&cid=OM,WW,HILTONLINK,EN,DirectLink&fromId=HILTONLINKDIRECT>

### **DRESS CODE/WEATHER**

All conference events are business casual. Please note that the temperature in the meeting rooms may fluctuate. You may want to bring a sweater or jacket for personal comfort.

### **BRING A TOY**



Toys For Tots will be collected by the Marine Corp Reserves  
Cash Donations also accepted

### **QUESTIONS**

Questions related to registration should be directed to:

Karen Wohl, Registration Chair

Email: [karenbwohl@aol.com](mailto:karenbwohl@aol.com)

Phone: (908) 499-0691

### **SESSION HANDOUTS**

Handouts will be available to all conference attendees at [www.njstatewidepayrollconf.org](http://www.njstatewidepayrollconf.org) from September 21, 2024 until October 21, 2024. To conserve paper, please print and bring with you only those handouts you need.

**You Could Win An  
All-Expenses-Paid\* Trip to the  
32<sup>nd</sup> Annual NJ Statewide Conference  
to be held at the Hilton Garden Inn Springfield in Springfield, NJ  
on September 27, 2024**

TWO deserving NJ Payroll Professionals will receive a free registration to the NJ Statewide Payroll Conference plus expenses through the Education Grant.

**The 2024 Payroll Education Grants are sponsored by  
by Wisely by ADP and by the NJ Statewide Payroll Conference**

THE PAYROLL EDUCATION GRANT IS TO RECOGNIZE AND HONOR PAYROLL PROFESSIONALS FOR THEIR COMMITMENT TO EDUCATIONAL AND PROFESSIONAL GROWTH

- Expenses include the reasonable cost of travel to and from Springfield, NJ and accommodations at the Hilton Garden Inn Springfield for September 26th (1 night), and the registration fee for the 32<sup>nd</sup> Annual NJ Statewide Payroll Conference.
- The Payroll Education Grant was established by the NJ Statewide Payroll Conference Planning Committee members and is designed to encourage professional growth through APA's payroll training and educational offerings.

***Note: You can also recommend someone for the  
2024 NJSPC Payroll Professional of the Year!***

**Wisely by ADP 2024 Colleen Flores Education Grant**

Wisely by ADP established this grant to in the name of Colleen Flores, CPP to assist payroll professionals by providing opportunities for education. Colleen's passion was the education of payroll professionals so that they may better serve the people they pay. The payroll community is at the heart of everything Wisely by ADP does, and continuing education is essential to helping payroll professionals stay informed on the latest developments and new technologies, while encouraging a desire to learn more about Pay cards and payroll industries.

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## **NJSPC 2024 P. Sharon Reeves Education Grant**

The New Jersey Statewide Payroll Conference Planning Committee established this grant in the name of P. Sharon Reeves, CPP to honor her commitment to educating the payroll professional. Sharon created and proctored online study groups for the many payroll professionals throughout the U.S. She did these study groups for many years. Sharon was also a presenter at many of the New Jersey Statewide Conferences as well as Conference co-chairperson and committee member. Her passing left a hole in the payroll community. She will be sorely missed but her legacy will live on through this annual grant.

### **Candidate Requirements**

- Minimum of two years of work experience in the payroll field.

### **How to Apply**

Prepare a one-page essay, touching (whether achieved or plan to achieve) the topics below. Please be sure to include your name, company, title, phone number and email address.

- Educational advancement
  - Professional growth (i.e., certifications, etc.)
  - Personal growth (i.e., educational classes, etc.)
  - Organizational growth (i.e., staff development, corporate awareness, etc.)
  - Participation in National and local APA activities
- Involvement in process improvements within your job, department, or organization (i.e., cost savings, efficiency/productivity increases, etc.)
- If awarded the education grant, describe how it would help you in the advancement of your payroll professional career
- One recommendation

**Application Deadline: August 26th, 2024**

***Please email completed documents to:***

**Cynthia Washington, CPP NJPSC Committee Member**

**[cindy.washington@cjcpayroll.org](mailto:cindy.washington@cjcpayroll.org)**

## **SPONSORED BY:**



## **2024 New Jersey Payroll Professional of the Year**

The New Jersey Statewide Payroll Conference committee is proud to announce that in recognition of outstanding service to the payroll community, we will be recognizing one of New Jersey's Payroll Professionals as the NJ Payroll Professional of the Year. The award will be presented at the upcoming Statewide conference on September 27th at the Hilton Garden Inn Springfield, Springfield, NJ. It is one of the highest honors the New Jersey Statewide Payroll Committee can bestow upon a New Jersey Payroll Professional and is one of the most prestigious awards in the Payroll profession.

The New Jersey Payroll Professional of the Year is chosen by an independent and impartial committee. This recognition is special because it recognizes a Payroll Professional who stands out for their accomplishments, contributions, and outstanding leadership abilities.

Nominate yourself or someone you know who has strong work principles and is dedicated to providing support in the area of Payroll.

Remember, only *one* Payroll Professional in the entire state of NJ will receive this award.

***Note: You can also apply for one of the 2024 NJSPC Education Grants!***

The nomination form is easy to complete.

**Please complete the questionnaire by August 26, 2024**

Please email your completed form to:

**Cynthia Washington, CPP at: [cindy.washington@cjcpayroll.org](mailto:cindy.washington@cjcpayroll.org)**

Statewide committee members are not eligible to participate.

Thank you for participating in the Statewide Conference and for your contribution to the payroll profession in New Jersey.

**NJSPC Planning Committee**



## 2024 NJ Payroll Professional of the Year Application

<b>Nominee's Name:</b>						
<b>Job Title:</b>					<b>Years in Payroll:</b>	
<b>Current Employer &amp; Address:</b>						
<b>Work Phone:</b>			<b>Cell Phone:</b>			
<b>E-mail Address:</b>						
<b>Certifications:</b>	CPP	FPC	CPA	PHR	SPHR	OTHER

**Please provide a summary of the Nominee's current job responsibilities:**


**Please describe the Nominee's strengths, accomplishments, challenges and how they were met, significant contribution etc. in payroll:**


**Why do you think the Nominee should win this award?**


**Please list any activities with a local chapter, national, job and community:**


**Who should we contact at your employer should you win this prestigious award?**

<b>Name:</b>	
<b>Title:</b>	<b>Phone:</b>
<b>E-Mail:</b>	

**On behalf of the New Jersey Statewide Payroll Conference Committee, we would like to thank you for your contribution to, and support of, the payroll profession in the state of NJ.**

**Application Deadline: August 26, 2024**  
*Please email completed documents to:*  
**Cynthia Washington, CPP, NJSPC Committee**  
**Member: [cindy.washington@cjcpayroll.org](mailto:cindy.washington@cjcpayroll.org)**

# SPONSORS & VENDORS

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Our purpose is people

## SILVER SPONSORS



## BRONZE SPONSOR



## VENDORS



## CONTRIBUTING ORGANIZATIONS



We appreciate the many sponsors, vendors & contributing organizations participating in the Annual New Jersey Payroll Conference. Without their support, we would not be able to provide you this opportunity for networking and education. Please take the opportunity to visit with them and explore the products and services they have to offer. They are experts in their field and have a wide variety of information to offer.