



The Payroll Resource

May/June 2012

Volume 2012, Number 11

Meeting Info

- June 21, 2012
- 8:00am - 9:30am
- Breakfast Provided
- Time Warner Cable
7800 Crescent Executive Drive
Charlotte, NC 28217

APA Websites:

[APA Charlotte](#)

[APA National](#)

[Carolinas Payroll
Conference](#)

Useful Links:

[IRS](#)

[Dept of Labor](#)

[NC Dept. of Revenue](#)

[NC Dept of Labor](#)

From the Desk of Betty Cooney Chapter President

Hello Members!

We are off to a good start this year. We are working on some fun activities and events in the near future, so please stay tuned for our emails and updates.

Elections are done, and I, personally, am very excited to work with our newest board members and see what ideas they will bring to the organization. That being said, I would like to welcome Charlie Mae Davis, CPP and Stan Javitz, CPP to their new board positions as Treasurer and Webmaster. I know both are very excited and will serve the Charlotte Chapter diligently. I would also like to thank our previous board members for their hard work and contributions to this chapter. I would also like to thank all of the returning board members for their time and dedication in making our years together a tremendous success.

To both new and renewing members, I'd like to thank you for your support of the chapter. Our mission is to promote payroll as a profession through networking and education. Your involvement is the cornerstone of who we are. Remember, this is your chapter.

We look forward to growing our chapter membership, building strong internal and external relations and becoming more involved in our community. This is a great venue to share ideas and fellowship. We need all of your support to accomplish these goals.

Please don't forget to go into the website and keep your profile updated. We want to make sure you are informed and can join us at all the functions in 2012.

*We look forward to seeing you at our monthly meeting on **June 21st** at **Time Warner Cable**. The Board hopes you can all attend this meeting and network with fellow payroll professionals.*

With Warm Regards,

Betty Cooney

Chapter President, Charlotte Chapter of the APA

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**Our next meeting will be
June 21, 2012 at**

**Time Warner Cable
7800 Crescent Executive Drive
Charlotte, NC 28217**

Payroll Best Practices

Please register online for this **free** event at:

www.apacharlottenc.org

Pre - Registration is requested (for headcount), but not required.

Meeting Time: 8:00 AM to 9:30AM

Topic Speaker: Dr. Martin Armstrong

Fun, Food and Prizes!!!!!!!

Breakfast Provided By

Time Warner Cable



See You There!

Meet Our Speaker

2012

Dr. Martin Armstrong

PROFESSIONAL BIOGRAPHY



MARTIN ARMSTRONG, CPP, MBA, DBA

Senior Director, Payroll Shared Services

Time Warner Cable

Dr. Martin Armstrong is the Senior Director of Payroll Shared Services for Time Warner Cable, the second-largest cable operator in the United States. Time Warner Cable serves more than 14 million customers in 37 states, has 36 operating divisions, and pays more than 50,000 employees.

Dr. Armstrong has 26 years of accounting experience and has held positions as a Senior Accountant, Internal Auditor, Tax Manager, Payroll Manager, and Payroll Director. He also has extensive training in management, benchmarking, process improvement, change management, best practices, strategic tax planning, and mergers & acquisitions.

Dr. Armstrong has been a Certified Payroll Professional (CPP) since 1990, holds an undergraduate degree in Business Administration from the University of Phoenix, a MBA degree from the University of Maryland University College (UMUC), and a Doctor of Business Administration (DBA) degree from Argosy University. His dissertation concentrated on employee readiness for organizational change.

Dr. Armstrong served 24 years in the U.S. Navy and retired in 2008 as a Navy Supply Corps officer where he was awarded five Navy Achievement awards. He currently is an Adjunct Professor for UMUC where he teaches Business Administration courses in the undergraduate program.

Dr. Armstrong is a Vice President of the American Payroll Association (APA) and a member of the APA's National Speakers Bureau. Additional appointments include the APA's Board of Directors, the APA's Board of Contributing Writers, the HR Advisory Committee for the YMCA of Greater Charlotte, the Advisory Board for Bloomberg's Bureau of National Affairs (BNA) Payroll Administration Guide and a contributing writer for the Bloomberg BNA Payroll Administration Guide's Newsletter.

Professional accolades include the APA's 2010 Prism Award for Management Best Practices, 2008 Payroll Man of the Year, 2006 Special Recognition Award, 2002 Meritorious Service Award, and the author of an Institute of Management and Administration (IOMA) seminar book entitled "*Leading and Managing Payroll*". Dr. Armstrong has been featured in the APA's *PAYTECH* magazine, Bloomberg BNA *Payroll Administration Guide Newsletter*, *Human Resource Executive*, *Accountant's World*, and *Business Finance*. He has given lectures and keynote presentations on Strategic Leadership, Management Practices, Employment Taxation, Effective Communication, Change Management, Emotional Intelligence, Disciplined Decision-Making, Payroll Best Practices, and Mergers and Acquisitions at the APA's annual Congress, national and statewide conferences, and at numerous cities around the country.



TRIAD CHAPTER OF THE APA

Triad Chapter of the APA 2nd Annual Seminar

July 12, 2012

7:30 a.m. – 5:00 p.m.

Furnitureland South, Jamestown, NC

5635 Riverdale Dr

Jamestown, NC 27282

Visit our website for registration forms
and payment choices

www.nc-triad-apa.org

Health Reform, is it going away or becoming more confusing for employers? Are you sure you are paying your employees correctly per wage and hour laws? Wish your team was more cohesive and stronger? Want to strengthen your internal controls in your department?

Join us for our 2nd annual seminar to find the answers to your questions and get up –to – date information on issues affecting your business and your team.

www.nc-triad-apa.org



Triad Chapter of the APA
"MANAGING PAYROLL IN 2012"



July 12, 2012

Registration Form

Name: _____ Email Address: _____

Title _____ Phone Number: _____

Company: _____ Triad Chapter Member Y N

Address: _____

CPP FPC PHR SPHR CPE Continuing Education Credits Needed

I grant permission to have my contact information included on the attendee participation listing

Registration fee of \$75.00 includes continental breakfast and lunch. Registration and payment is due by June 25, 2012. Payment may be made with PayPal through the link on our webpage www.nc-triad-apa.org or make check payable to Triad Chapter of the APA. Please mail your registration form and check to the following:

Debbie Sullivan
Kayser-Roth Corporation
102 Corporate Center Blvd
Greensboro, NC 27408

If paying by PayPal, email your registration form to: education@nc-triad-apa.org

How did you hear about our seminar? _____

****No refunds after June 30, 2012****

Virtual Congress Offers Online

Education and Networking

Free Online Resource Available Until August 9



Virtual Congress & Expo, an online companion to the four-and-a-half-day Congress, is available free for everyone! The event, which ran live during the 30th Annual Congress on May 9, is now available on demand through August 9.

Virtual Congress attendees gain FREE access to:

- *The 2012 Virtual Congress Expo
- *Up to six RCHs from participation in the virtual workshops and general session
- *Networking Lounge.

The Expo also provides an ideal opportunity to learn about the latest product and service solutions available to the payroll and accounts payable industry. Think of the information you can take back to your place of business!

<https://presentations.inxpo.com/Shows/APA/05-12/Registration/registration.htm>

From Membership Director, Susan Morano

Refer a Member... Get Rewarded!!!!!!!

Why Become a member of the Charlotte APA?

Networking with other Payroll Professionals will help enhance your career opportunities and develop lasting relationships.

Education and Training Opportunities:

- ✓ Monthly local chapter meetings – Earn RCH credits
- ✓ Statewide Conferences
- ✓ Federal, state and local regulatory updates
- ✓ Seminars and Special Programs
- ✓ CPP/FPC Study Group

Monthly Newsletter

Reduced fees to monthly meetings, conferences and seminars

Community Projects and Volunteer Opportunities

Voting rights in the election of chapter leadership

Pre - Registration for meetings is requested (for headcount), but not required.

Membership committee members needed!!

Please e-mail Susan Morano if you're interested in helping with our upcoming membership drive!

The membership application is available on the website. Go to www.apacharlottenc.org.

Email: susan.morano@camoplastsolideal.com

Don't Forget to Renew Your Membership!!!!!!

Upcoming Events – Mark Your Calendars

- ***Charlotte Chapter of the APA
All Day Education Meeting
Friday, August 24, 2011
Location: The Employer's Association
Charlotte, NC***

- ***National Payroll Week Luncheon
Thursday, September 6, 2012
Location: Clariant Corporation
Charlotte, NC***

- ***Carolinas Payroll Conference
November 7 – 10, 2012
Location: Hilton Myrtle Beach Resort
Myrtle Beach, SC***

Charlotte APA T- Shirts

The Charlotte APA T-Shirts have been ordered and should be arriving later this month. We will have a T-Shirt available at the June meeting for members to see before purchasing.

We have small, medium, large, X-Large and XX Large.
The cost for each T-Shirt is **\$10.00**.

We will have order forms available at the Charlotte APA meeting. We will also email an order form to members when the T-Shirts arrive. Please make all checks out to Charlotte APA.



June APA Webinars

Kronos Free Webinar

Roadmap to Best-in-Class: Take the Next Step to Optimize Your Payroll

A FREE WEBINAR



The **American Payroll Association** (APA) and **Kronos** are pleased to present a special eLearning webinar.

Description

Look everywhere and people are talking today about automating business processes. That's a great first step on the path to success and becoming strategic. Help bring your organization along the continuum--transform it from the Automation of tactical processes, through Engagement, to Optimization. Payroll is a valued partner in your organization--let us help show you how today's workforce management tools can provide better information, more visibility to data, and solve a lot of your challenges. Join us and learn the steps you can take to become more strategic and make a positive impact your organization as a whole. By attending this webinar, you will learn:

- How to resolve common payroll challenges with proven best practices
- Where you are on the road to optimization
- The role self-service plays in a high-performing organization
- How full visibility into payroll data can drive business intelligence

Recertification Credit Hours

Earn 1 Recertification Credit Hour (RCH) when attending this webinar.

Schedule:

This educational webinar will begin at 1:00 pm ET and end at 2:00 pm ET.

Format

APA webinars are delivered over the Internet using interactive WebEx technology. After you have registered, you will receive an e-mail with instructions and links to download course materials and/or connect to the webinar. Within 48 hours of webinar completion, you will receive an e-mail asking you to evaluate the webinar, and will receive a completion certificate.

For webinars on demand, you will receive an e-mail with a link to the recorded webinar. Enter the order number provided in the e-mail. The program will begin to play as it continues downloading in the background. The process requires a high-speed internet connection and Windows Media Player 9 or later. Once the link is activated, you have 48 hours to view the program. The e-mail will contain links to the course material associated with the segments, if available.

06/12/12-Roadmap to Best-in-Class: Take the Next Step to Optimize Your Payroll

Look everywhere and people are talking today about automating business processes. That's a great first step on the path to success and becoming strategic. Help bring your organization along the continuum--transform it from the Automation of tactical processes, through Engagement, to Optimization. Payroll is a valued partner in your organization--let us help show you how today's workforce management tools can provide better information, more visibility to data, and solve a lot of your challenges. Join us and learn the steps you can take to become more strategic and make a positive impact your organization as a whole.

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- How full visibility into payroll data can drive business intelligence

<http://www.americanpayroll.org/product/?cid=49&gid=161>



Charlotte APA – Spring Study Group

We had a very successful Spring FPC/ CPP Study Session.

Congratulations to the following members who recently earned their FPC or CPP Designation:

Bill Olliffe, CPP

Barbara Kotran, CPP

Brenda Mott, CPP

Felicia Truesdale, FPC

Deanna Duker, FPC

Stay Tuned for information on our **Fall Study Group Session!!!!**

*Congratulations to **Sue Mulligan** who recently completed her **Master of Science degree in Strategic Leadership!!!!***





*Member Spotlight
Meet Bill Olliffe, CPP
Senior Payroll Specialist
MedCath, Inc.*

Name: Bill Olliffe

Current Place of Employment: MedCath, Inc. until they completed the dissolution of the company later this year. I have been a Sr. Payroll Specialist since April 1999.

How long have you been a member of the National APA or local APA? Off and on since 2001.

Hobbies: Photography, travel, hiking.

Favorite Things: my wife and family, my church and my dog.

Family: wife, daughter and two grandsons; brother in Atlanta.

Influences in your career: parents, two uncles.

How did you get into payroll? Took a job with a small accounting firm; ran client payrolls and liked that aspect of the job. When the accounting firm was bought out, I applied for a payroll job with a PEO in Charlotte and Rachael Wiggins was brave (or crazy) enough to hire me.

What would be your alternate career choice? Archeologist – I enjoy digging up the past (have participated in a dig in Israel, dug for Etruscan pottery in a field in Tuscany and excavated a native American site on the UNCC campus).

What keeps you/got you started in payroll? I enjoy the constant variety of problems that come up and the challenge of solving them; I actually calculated manual payrolls when I was in the Army – never thought then I'd make a career of it.

Favorite way to relax/blow off steam after a hectic day/week: [play with the dog](#), watch TV, read, listen to music, and get away to the mountains or the coast.

Meeting Spotlight

April Monthly Chapter Meeting Topic - Resume Writing and Interviewing Tips



We had a great Chapter meeting in April!



Clariant Corporation graciously hosted our meeting on Resume Writing and Interviewing Tips, where we learned from Christopher

Braswell how to update our resume to get an Interview and the job in this employer's job market.

With our
50/50
money, we
were able to
raise
\$15.00 for
Dress for
Success.



Special thanks to Talent
Bridge, our April meal
sponsor for a nice meal!

Thanks to
everyone who
attended!



Meeting Spotlight

May Monthly Chapter Meeting Topic - Perfecting Your LinkedIn Account

LinkedIn Account Type: Basic | Upgrade

Home Profile Contacts Groups Jobs Inbox Companies News More

Our May meeting was held at the Clariant Corporation. It was a great success!

LinkedIn Keith Drum taught us how to maximize and improve our LinkedIn profile. This interactive session was very informative.

Special thanks to BNA, our May meal sponsor for a nice meal!

Thanks to everyone who attended!





Charlotte APA Newsletter Archive

Did you know that past newsletters are available on the Charlotte APA website?

Go to <http://www.apacharlottenc.org>

Log in to the website

Select **Membership**

Select **Newsletters**

Select the newsletter you would like to review from the list.

Dinner is Served!

Our meal Sponsor for May was



Bloomberg BNA, a wholly owned subsidiary of Bloomberg, is a leading source of legal, regulatory, and business information for professionals. Its network of more than 2,500 reporters, correspondents, and leading practitioners delivers expert analysis, news, practice tools, and guidance — the information that matters most to professionals.

BNA's payroll and research guidance helps you find the information you need in every area of payroll administration. Our payroll products, webinars, reports, practice tools, and white papers help you make decisions with confidence by having the information you need right at your fingertips. You'll find the most up-to-date federal and state policies, laws, regulations, and cases, as well as expert analyses and guidance on federal tax rules, IRS rulings, Social Security Administration news, garnishments, multistate taxation, practices and procedures, and wage and hour rules.

Please contact Mark Hartman at mhartman@bna.com or 919-449-5771 for a free trial to our Payroll Resources.



Save the Date! September 22, 2012

Our Chapter will be participating in the American Heart Association's Heart Walk

Why Walk:

Did you know that cardiovascular disease is the No. 1 killer of all Americans? In fact, someone dies from CVD every 38 seconds! Heart disease also kills more women than all forms of cancer combined. And congenital cardiovascular defects are the most common cause of infant death from birth defects.

You can help. When you [join Heart Walk](#), you join more than a million people in 300+ cities across America in taking a stand against heart disease and helping save lives!

The funds you raise in the Heart Walk will support projects like these:

- **Putting up-to-the-minute research into doctors' hands** so they can better prevent and treat heart disease among patients.
- **Groundbreaking pediatric heart and stroke research.** About 36,000 babies are born with heart defects each year —research is the key to saving babies' lives.
- **Getting life-saving information** to those who need it most – information that can save a life, like how to eat better, how to recognize the warning signs of heart attack, and how to talk to a doctor about critical health choices.

Go ahead and mark your calendars, more information will follow. Please contact Jennifer Stapleton with questions at jstapleton@mpay.com.