



## JOIN US FOR OUR 2ND ANNUAL TOTAL EMPLOYEE ASSET MANAGEMENT EVENT

### FRIDAY, NOVEMBER 10, 2017

6.25 RCHs\*, 6.25 PDCs\*, 6.25 HRCIs\* (\*pending approval)

Continuing Professional Education Credits (CPEs):

#### Payroll Path

Taxes = 4.75

Business Law = 1.5

#### HR Path

Communications = 1.75

Social Environment of Business = 1.5

Business Law = 3.0

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For more information about Certification or Recertification visit the American Payroll Association at:  
[www.americanpayroll.org/certification](http://www.americanpayroll.org/certification)



Sponsor Identification # 138037

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Paytime, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP. For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).



## The Venue



800 East Park Drive v Harrisburg, PA 17111

## Date & Time

Friday, November 10, 2017

7:00 am—4:00 pm

## PROGRAM DESCRIPTION

The Event will have 2 “courses” an attendee can “navigate.” One course will be Human Resource focused and the other will be Payroll focused (using the American Payroll Association Year-End Curriculum). We are pleased to once again have Larry White, CPP, Director of Payroll Training, American Payroll Association, presenting the Payroll Course.

## COST

### PAYROLL COURSE:

**\$425** - Registration Fee

**\$350** - Susquehanna Valley APA Chapter Member Rate - (When registering, please use your Chapter Member ID as the Discount Code). \*

**\$395** - APA Chapter Member Rate (Any Chapter other than the Susquehanna Valley Chapter)

(When Registering, please use the event code “APAM”).

*\*For Susquehanna Valley APA Chapter Member Corporate Memberships, please contact Angie at [aniswonger@paytimepayroll.com](mailto:aniswonger@paytimepayroll.com) to register for the event. Corporate Member rates will be: \$350 (Payroll) \$150 (HR) for the first 4 registrants and \$385 (Payroll) \$175 (HR) for each additional registrant.*

### HUMAN RESOURCE COURSE

**\$200**

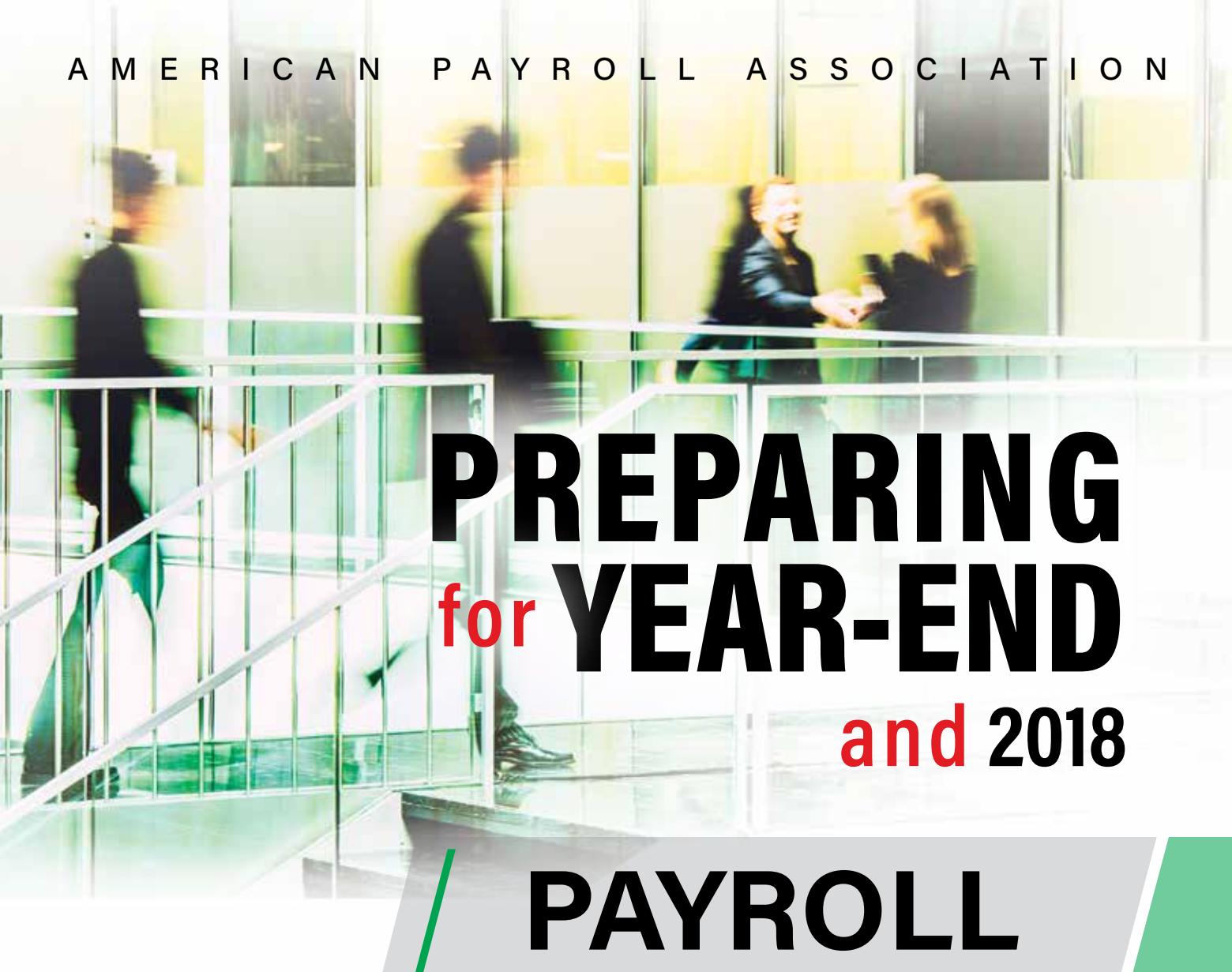
Human Resource Path Early Bird Discount—Register for the HR path by September 30, 2017 and receive the discounted price of \$150. Please use the Access Code:

**HREARLYBIRD**



# The Agenda

TIME	EVENT	ROOM	NOTE
7A-8A	Registration		
	Breakfast Buffet	Vendor Hall	All Attendees
8A-9:45A 1.75 CREDITS	Sergeant Ryan J. Guinn & Officer Joseph Rosado, PDTA Advanced Training Unit II Baltimore City Police Department Know Where Your Life Vests Are: Prepare Your Employees To Respond Safely In An Active Shooter Event		
8A-9:45A 1.75 CREDITS	Larry White, CPP, National Speaker, American Payroll Association Ride The Payroll Wave: American Payroll Association's Annual Seminar: Preparing For Year-End & 2018		
9:45A-10A	Break		
10A-11:30A 1.5 CREDITS	Gary D. Harshbarger, CPCU, ASLI, ARM, API, AINS, CRM, Senior Vice President Neel Horst, CSP, ARM, Risk Control Consultant Rick Price, Claims Management Consultant Gunn-Mowery, LLC Telecommuters: Protect Your Bow & Your Stern - Make Sure Your Workers' Compensation Policy & Procedures Are Solid		
10A-11:30A 1.5 CREDITS	Larry White, CPP, National Speaker, American Payroll Association Ride The Payroll Wave: American Payroll Association's Annual Seminar: Preparing For Year-End & 2018		
11:30A-12:30P	Lunch	Vendor Hall	All Attendees
12:30P-2P 1.5 CREDITS	Louie Marven, Executive Director Lindsey Lughes, Youth Programs Director LGBT Center of Central PA If We All Steer Together, We Get There Faster: LGBT Inclusion & Diversity In The Workplace		
12:30P-2P 1.5 CREDITS	Larry White, CPP, National Speaker, American Payroll Association Ride The Payroll Wave: American Payroll Association's Annual Seminar: Preparing For Year-End & 2018		
2P-2:30P	Brain Break & Door Prizes	Vendor Hall	All Attendees
2:30P-4P 1.5 CREDITS	Solomon Z. Krevsky, Esq. Clark & Krevsky, LLC The Family Medical Leave Act (FMLA): Plug The Holes In Your Policies & Procedures		
2:30P-4P 1.5 CREDITS	Larry White, CPP, National Speaker, American Payroll Association Ride The Payroll Wave: American Payroll Association's Annual Seminar: Preparing For Year-End & 2018		
4:00 PM	Thank you for coming!		



# PREPARING for YEAR-END and 2018

## / PAYROLL

Is your organization ready  
for the impact of new  
government changes?

**Learning Objectives:**

- Learn how tax reform and possible ACA repeal and replace would impact your organization
- Review how fringe benefit taxation will impact W-2 and 941 reporting
- Find out how to respond to phishing requests for W-2 forms
- Learn how the IRS is using payroll year-end reporting to fight tax refund fraud



[www.AmericanPayroll.org](http://www.AmericanPayroll.org)

# PAYROLL COURSE OUTLINE\*

## Year-end Preparation

- Year-end checklist, accumulators, and project plan
- Verifying social security numbers
  - ◆ IRS penalties for employee name/SSN mismatches
  - ◆ SSA's Social Security Number Verification Service
  - ◆ Responding to the IRS' request for verification of Form W-2 data
- Social Security Administration's changes to reporting
  - ◆ Electronic reporting
  - ◆ Use of AccuWage online application
  - ◆ Due dates
- IRS fights tax refund fraud
  - ◆ W-2 verification code test
  - ◆ IRS and states warn payroll professionals of phishing scheme involving W-2s
  - ◆ IRS procedures to report victims of payroll phishing schemes
  - ◆ How to respond to and release W-2 forms
- Verification of employee data
- Reconciliations
  - ◆ Wage and tax
  - ◆ Bank
  - ◆ General ledger
  - ◆ Worksheets
  - ◆ Accumulator reset
- Employee year-end notices
  - ◆ Form W-4
  - ◆ Request consent to provide eForms W-2 & 1095-C to employees
  - ◆ Earned Income Credit notification – federal and state
  - ◆ W-2 & 1095-C information memos
  - ◆ Charging fees for duplicate Forms W-2 & 1095-C
  - ◆ Form W-2c checklist
- Payroll and programmer W-2 electronic filing checklist

## State Regulations Impacting Year-end

- State Annual Reconciliation Return and Magnetic Media/ Electronic Reporting
- State Unemployment and Disability Wage Bases
- State Unemployment Insurance Trust Fund Status
  - ◆ 2017 & 2018 FUTA credit reduction states

## Annual Changes

- Social security wage base
- Social security/Medicare threshold for domestic employees and election workers
- Medicare tax rate
- Retirement plan changes
- Fringe benefit limitations
  - ◆ Adoption assistance programs
  - ◆ Definition of control employee
  - ◆ Medical FSA contribution limit
- Federal per diem and mileage rates
- Federal standard deduction and personal exemption values
- Federal tax levies – Publication 1494
- Automobile rates
  - ◆ Cents-per-mile
  - ◆ Luxury car value
  - ◆ SUV and fleet value
  - ◆ Annual lease value table
  - ◆ Commuting value
- Qualified transportation fringe benefit limits
- Information return and payee statement penalties
- Affordable Care Act annual adjustments
- Income exclusion for U.S. citizens living abroad
- Health Savings Account limits and definitions
  - ◆ Contribution limits
  - ◆ Definition of high deductible health plan

- ◆ Archer Medical Savings Accounts
- ◆ Long-term care

## Year-end Reporting and Taxation of Fringe Benefits

- Taxable fringe benefits
  - ◆ When fringe benefits are considered paid
  - ◆ Withholding on fringe benefits
  - ◆ Special accounting rule
  - ◆ Depositing taxes on fringe benefits
- Supplemental wages and grossing-up
  - ◆ Federal supplemental wage definition
  - ◆ Federal supplemental tax rate
  - ◆ State supplemental tax rates
- Moving expenses
- Group-term life insurance
- Awards, prizes, and gift cards
- Qualified transportation fringe benefits
  - ◆ Commuter highway vehicles (van pooling)
  - ◆ Transit passes
  - ◆ Parking
  - ◆ Bicycle
- Loans to employees
- Qualified plans
  - ◆ Nonqualified plans – taxation and reporting
- Cafeteria and flexible benefit plans
- Nonqualified stock options
- Dependent care benefits
- Adoption assistance
- Overpayments and repayments
- Forms 1094-C and 1095-C, third-party sick pay, W-2 retirement plan check box, and health insurance reporting

## Government Issues Review

### Legislative Actions

- Rule to require federal contractors to provide more pay stub info is repealed

## PAYROLL COURSE OUTLINE *Continued*

- 21st Century Cures Act
  - ◆ Qualified HRA
  - ◆ ACA fines removed
- Uniform Law Commission posts model garnishment act

### 2017 Legislative Agenda

- Trump Administration's fiscal 2018 budget proposals
- Bill limiting state taxation of nonresidents clears the House
- Proposed legislation
  - ◆ ACA repeal/replacement legislation
  - ◆ Immigration reform
  - ◆ Tax reform
  - ◆ Mobile workforce legislation

### Regulatory Actions

- Obama Administration regulations uncertain future
- USCIS final rule updating employment-based visa programs
- CFPB delays final rule on payroll cards

### Agency Guidance

- IRS adds Box 9 Verification Code to Form W-2
- IRS guidance on W-2 de minimis error safe harbor
- IRS finalizes guidance on employee consents needed for employer FICA refund claims
- IRS issues guidance on employee parking benefits
- IRS issues guidance on employer-provided self-funded health plans excess benefits
- IRS clarifies instructions to request extensions to provide payees' Forms 1099s
- IRS rules subsidiary may qualify as a successor employer for FICA and FUTA taxes following corporate reorganization

- IRS provides additional guidance on CPEO requirements
- DOL announces civil penalty adjustments for FLSA and FMLA violations
- USCIS publishes new Form I-9 and employer handbook
- USCIS redesigns Green Cards and Employment Authorization Documents
- USCIS must consider FLSA rules when approving a visa petition
- OCSE updates IWO processing instructions
- OCSE guidance on lump sum and bonus reporting
- OCSE guidance on making child support payments electronically

### Court Decisions

- Court blocks implementation of white collar salary level change
- Employees should be paid for donning, doffing, and shift relief even when employer pays for other meal breaks
- Court rules interns were not employees
- Appeals court ruling establishes two-part test to determine joint employer status
- Employer can get tax payment information to prove misclassified workers paid their taxes
- Employer must pay penalties after payroll service provider embezzled payroll taxes
- Employer relieved of large fines for Form I-9 violations

### Agency Initiatives

- TIGTA reviews IRS' identify theft detection efforts
- IRS agrees to use GAO recommendations on use of National Research Program Study results

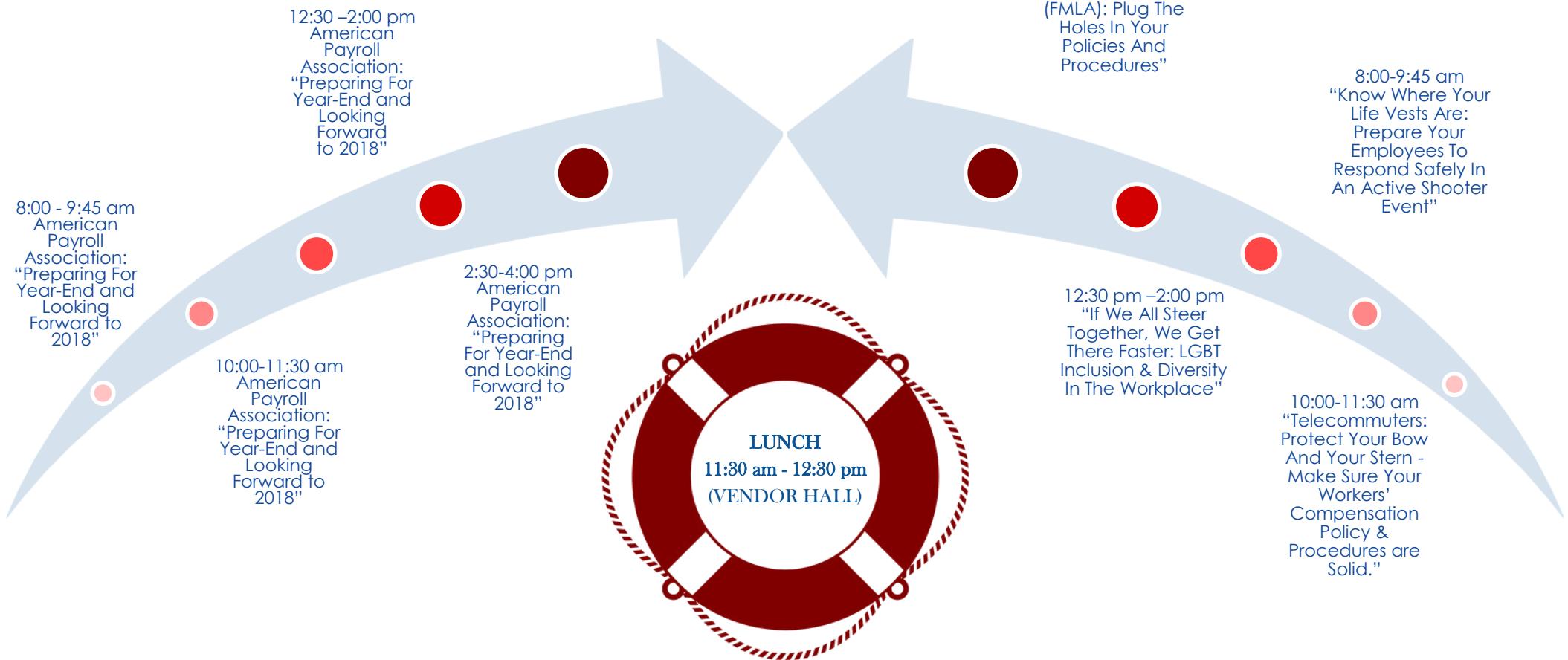
- SSA works with payroll service providers to improve program accuracy
- DOL changes NAICS codes for 2017, could impact employer SUI tax rates
- DOL signs MOUs with more states to fight worker misclassification
- USCIS announces E-Verify record retention and disposal schedule
- NACHA final phase of same-day ACH in 2018
- Treasury proposes federal government accept same-day ACH transactions

### Forms Review and Revisions

- Form 941
  - ◆ 2017 Form revisions
  - ◆ Electronic filing
    - New Forms 8879-EMP and 8453-EMP to facilitate e-filing
  - ◆ Schedule B
  - ◆ Schedule D
  - ◆ Schedule R
- Form 941-X
  - ◆ 2017 Form revisions
- Form W-2
  - ◆ 2017 changes to Form W-2 and Instructions
  - ◆ Reconciliation process
  - ◆ Substitute forms
- Form W-2c
  - ◆ Address changes
  - ◆ Social security number changes
- Form W-3
- Form W-3c
- Form 945
- Form 940
- Form 1099-MISC
  - ◆ Deceased employees

Larry White,  
CPP,  
American  
Payroll  
Association  
National  
Speaker

## THE BIG PICTURE



BRAIN BREAK  
2:00 PM - 2:30 PM  
(VENDOR HALL)



## RIDE THE PAYROLL WAVE:

American Payroll Association's Annual Seminar:  
Preparing For Year-End & 2018 (**PAYROLL**)



[Larry M. White, CPP, Director of Payroll Training, American Payroll Association](#)

Larry White is a Director of Payroll Training for the American Payroll Association. His responsibilities include the presentation, development, and review of APA training courses.

Involved in the payroll industry for over 35 years as a practitioner, manager, director and trainer, Larry has experience in the manufacturing and transportation industries, and has also been a self-employed small business owner. He has been a member of the American Payroll Association since 1989 and has served several terms as President of the APA's Northeastern Oklahoma Chapter, of which he is a founding member. In 2001, he was named Oklahoma Payroll Professional of the Year.

On the national level, Larry is a contributing writer to PAYTECH and a member of the ACH Committee. He is a former member of the APA President's Board of Advisors and the Certification Board, and he served for seven years as an instructor for the Payroll Professional Learning Series at Tulsa Community College. He received APA's Meritorious Service Award in 1998 and was named APA's "Payroll Man of the Year" in 2005.

Larry creates a weekly comic strip for a local newspaper, and his cartoons appear in the APA's Guide to Successful Direct Deposit. He holds a degree in Communications from the University of Tulsa.





## Preparing for Year-End and 2018

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### Program Overview:

This course will address the complex compliance issues of year-end, including the latest changes in legislation and regulations that affect the close of 2017 and the beginning of 2018.

### Learning Objectives:

- Apply the best practices for year-end processing
- Determine what benefits are taxable and how to apply them to W-2 forms
- Identify what states may be FUTA credit reduction in 2017
- Understand the latest that Congress has in store for payroll processing

### Who Should Attend:

Payroll, human resources, systems, accounting, and finance professionals responsible for payroll operations and involved in year-end processing.

\*\*Please note that the 2017 Course Outline is not available yet. It will be similar to the 2016 course outline. If you would like to receive a copy of the course outline once it becomes available, please contact Angie at [aniswonger@paytimepayroll.com](mailto:aniswonger@paytimepayroll.com).\*\*





## HUMAN RESOURCES

# KNOW WHERE YOUR LIFE VESTS ARE: PREPARE YOUR EMPLOYEES TO RESPOND SAFELY IN AN ACTIVE SHOOTER EVENT

Sergeant Ryan J. Guinn



Presenters: Sergeant Ryan J. Guinn & Officer Joseph Rosado, Professional Development and Training Academy (PDTA), Advanced Training Unit II, Baltimore City Police Department. The Professional Development and Training Academy is responsible for entry level police certification and continued professional developmental training of all departmental and allied agency personnel ensuring completion of mandated training requirements.

Officer Joseph Rosado



### Location of Incident

Business (45.6%)

School Property (24.4%)

Open Space (9.4%)

Government Property (non-military) (6.9%)

Residence (4.4%)

House of Worship (3.8%)

Military Property (3.1%)

Health-care Facility (2.5%)

Last year, the Federal Bureau of Investigation (FBI) released a [statistical informational update](#) regarding Active Shooters. From 2000-2013, there were 160 Active Shooter Incidents. To the left is the breakdown of the location of those incidents:

As Employers, you prepare for other contingencies in the workplace. Disaster recovery, fires, injuries in the workplace, etc. While unfortunate, and it may never happen, you should also prepare for Active Shooters.

In 2014, there were 4 incidents with 45 casualties

In 2015, there were 7 incidents with 89 casualties

AT LEAST 66.9% of all incidents ended BEFORE the police arrived

In the 67 incidents that the duration was known:

44 ended in 5 minutes or less

23 in 2 minutes or less

### THIS SESSION WILL DISCUSS:

- ♦ What should you do in the first few seconds you must respond?
- ♦ What should you NOT do in the first few seconds you must respond?
- ♦ Can you predict a potential Active Shooter?
- ♦ Is your response different if the Active Shooter is not in your building, but in the building near yours?
- ♦ What will the Law Enforcement response look like? What words or phrases will they use and what do they mean? How can you help them do their job?
- ♦ What should you do in your Business? Drills, Policies, Procedures, etc.

**PROGRAM LEVEL:** Basic

**PREREQUISITES:** None. This Course is important for everyone to attend.



## TELECOMMUTERS: PROTECT YOUR BOW & YOUR STERN - MAKE SURE YOUR WORKERS' COMPENSATION POLICY & PROCEDURES ARE SOLID

**Presenters:** **Gary D. Harshbarger, CPCU, ASLI, ARM, API, AINS, CRM, Senior Vice President**  
**Neel Horst, CSP, ARM, Risk Control Consultant**  
**Rick Price, Claims Management Consultant**  
**Gunn-Mowery, LLC**



### **Gary D. Harshbarger, CPCU, ASLI, ARM, API, AINS, CRM, Senior Vice President**



Gary graduated from Penn State University with a Bachelor's degree in Insurance. With the exception of a 22-month tour of duty with the US Army (including 12 months in the Republic of Viet Nam), he has been employed with the Insurance industry since 1970. Gary started his career with Aetna as a Commercial Insurance Representative and he became an Independent Agent in 1980. In 1992, Gary joined Gunn-Mowery, LLC and is currently a Senior Vice President. For the past 24 years at Gunn-Mowery, Gary has managed the Personal Lines Department, as well as the Personal Lines Service Center and Commercial Lines Service

Center. This year, Gary has passed on his management role and is now focusing on enhancing our Cyber Insurance presence, as well as our new Workers Compensation division, RightComp. Gary is extremely passionate about education and he doesn't just talk the talk, he walks the walk. He has received designations of CPCU (Chartered Property & Casualty Underwriter), ASLI (Associate in Surplus Lines), Associate in Insurance, ARM (Associate in Risk Management, including Cyber Risk Management), API (Associate in Personal Insurance), AINS (Associate in General Insurance) and CRM (Certified Risk Manager) all from the American Institute of Chartered Property & Casualty Underwriters. Since Gary has passed on some of his managerial duties, he has increased his time spent teaching classes to the employees at Gunn-Mowery who are studying for their designations. Gary has also been an active member of Le Tip of the West Shore for the past 23 years.

### **Neel Horst, CSP, ARM, Risk Control Consultant**



Neel has over 30 years of experience in the safety and risk management field. He worked several years with a Fortune 500 chemical company in Loss Control before beginning his insurance career with Travelers, PMA and EBI/Royal and Wells Fargo Insurance companies. Neel joined the Gunn-Mowery team in 2013 where he assists with the identification and control exposes to loss and the development of risk management and safety programs for companies. He is also the chair of our Upside of Safety committee, which promotes risk management practices throughout our office locations. Neel holds a Bachelor's degree in Safety Science, as well as a Masters in Safety Management, both from Indiana University of PA. He is a Certified Safety Professional (CSP), an Associate in Risk Management (ARM) and a Pennsylvania Licensed Property and Casualty Producer. Neel has been a speaker at many conferences and seminars, including the Governor's Occupational Safety and Health Conference in 2016.



## TELECOMMUTERS: PROTECT YOUR BOW & YOUR STERN - MAKE SURE YOUR WORKERS' COMPENSATION POLICY & PROCEDURES ARE SOLID (CONTINUED)



### Rick Price, Claims Management Consultant

Rick's primary role at Gunn-Mowery is to provide dedicated claims advocacy and guidance to our commercial clients. This includes oversight of all insurance carriers to ensure the proper investigation, handling and timely resolution of claims issues. At Gunn-Mowery, Rick is also involved in our Upside of Giving committee, which volunteers at numerous organizations throughout the year.

Rick's insurance career started in 1986 with Liberty Mutual as a claims adjuster.

He continued as a claims supervisor and manager with Royal Sun Alliance and Nationwide. In 2006, he transitioned to the "agency side" of insurance and has been with Gunn-Mowery as a claims consultant since the acquisition of the Camp Hill Wells Fargo branch in 2013. Rick received his Bachelor's in Business Administration and Management from Elizabethtown College.

According to the [Bureau of Labor Statistics \(BLS\)](#), "On the days they worked in 2015, 24 percent of employed people did some or all of their work at home."

BLS studies also report that, in the private industry, approximately 2.9 million nonfatal workplace injuries and illnesses were reported. This breaks out to a rate of 3 cases per 100 Full-Time Equivalents (FTEs). Regardless of WHERE the Employee is working, Companies should ensure they are safe from hazards of any kind.

How can you ensure an Employee's safety and your Company data when Staff are working away from the worksite? What are your obligations?

#### THIS SESSION WILL DISCUSS:

- ♦ One word: Cybersecurity.
- ♦ How do you define "workspace"?
- ♦ Do you need more than Workers' Compensation Insurance to "cover" a telecommuter?
- ♦ Why should you consider who owns the equipment and furniture?
- ♦ What is the conversation the telecommuter should have with their homeowners or rental policy-holder?

#### PROGRAM LEVEL: Basic

**PREREQUISITES:** None. This Course is important for everyone involved in human capital management to attend.



## IF WE ALL STEER TOGETHER, WE GET THERE FASTER: LGBT INCLUSION & DIVERSITY IN THE WORKPLACE



### Presenters:

**Louie Marven, Executive Director**  
**Lindsey Lughes, Youth Programs Director**  
LGBT Center of Central PA



The Lesbian Gay Bisexual Transgender (LGBT) Center of Central PA is a volunteer-led effort to create a regionally representative community center that is both a location and a unifying point for central Pennsylvania's large, diverse, and multi-county LGBT population.

The mission of the LGBT Center of Central PA is to create common ground for the LGBT community and allies in central Pennsylvania by providing services through educational, cultural, and community activities that foster wholeness. We seek to:

Create a safe, welcoming, and inclusive environment

Provide and support comprehensive programs throughout the community

Embrace diversity, health, and wellness

By 2020, Generation Y (Millennials) are expected to comprise 50% of the Workforce. Generation Z (birth year 1996-2010) are close behind. A recent Randstad Study surveyed members of the Generation Y and Z demographic regarding the workplace diversity they value. Of those surveyed, 69% of both Generation Y and Z'ers answered "LGBT friendly". To stay competitive in the Employee recruiting and retention arena, businesses should ensure they are providing a workspace where available Employees want to work and contribute.

A [White House Fact Sheet](#) reports: According to an analysis of 36 research studies by the Williams Institute at the UCLA School of Law, "LGBT-supportive policies and workplace climates are linked to greater job commitment, improved workplace relationships, increased job satisfaction, and improved health outcomes among LGBT employees."

### THIS SESSION WILL DISCUSS:

- ◆ A Brief Overview of the legal requirements for Businesses.
- ◆ Myths.
- ◆ What you should never do.
- ◆ What does the LGBT Community Need and Want in an inclusive workplace?
- ◆ Why should you have policies and statements that support inclusion and diversity?
- ◆ Where do you start?
- ◆ Best Practices for implementing policies, procedures and guidelines for developing inclusion and diversity practices.

**PROGRAM LEVEL:** Basic

**PREREQUISITES:** None. This Course is important for everyone to attend.

# THE FAMILY MEDICAL LEAVE ACT (FMLA): PLUG THE HOLES IN YOUR POLICIES & PROCEDURES

Presenter: Solomon Z. Krevsky, Esq. [Clark & Krevsky, LLC](#)

REGULATIONS

Mr. Krevsky is a founding partner of Clark & Krevsky, L.L.C., a firm that concentrates its practice on employment law and litigation. Mr. Krevsky is a frequent lecturer for the Pennsylvania Bar Institute, and focuses his practice on representing non-union employees. Mr. Krevsky has developed extensive



experience handling complex litigation arising from workplace disputes, including racial and sexual harassment and discrimination, unlawful retaliation, and other claims under Title VII of the Civil Rights Act of 1964; the Americans with Disabilities Act; the Age Discrimination in Employment Act, and the Family and Medical Leave Act. Mr. Krevsky is a member and former officer of the Employment Rights Section of the Association of Trial Lawyers of America, and a member of the National Employment Lawyers Association. Mr. Krevsky is a member of the Pennsylvania Bar Association as well as the Dauphin and York County Bar Associations. He has authored several articles for the Employment Rights Section of the Association of Trial Lawyers of America and has lectured throughout Pennsylvania on topics in

employment law. Mr. Krevsky received his J.D. from the University of New Hampshire School of Law, Concord, New Hampshire, and his B.A. from Muhlenberg College, Allentown, Pa. Mr. Krevsky is admitted to practice before the United States Supreme Court, the Pennsylvania Supreme Court, the Third Circuit Court of Appeals, and the United States District Court for the Middle, Eastern, and Western Districts of Pennsylvania. Mr. Krevsky has also served as an adjunct professor of employment law at Villanova University, and is a frequent guest lecturer at Dickinson College.



The United States Department of Labor (USDOL) maintains statistical data regarding investigations they have

**FMLA Enforcement Statistics: Status of Compliance Action** conducted. A summary of those investigations from 2012-2016:

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
No Violation Cases	949	890	809	747	647
Employer Not Covered	33	29	26	23	27
Employee Not Eligible	127	107	99	95	77
Complaint Not Valid	693	660	612	531	476
Other	96	94	72	98	67
Cases With Violations	774	744	693	672	599
Number Of Employees Affected	780	811	789	818	730
Amount Of Back Wages	\$2,014,564	\$1,642,793	\$2,120,300	\$1,960,257	\$1,801,162

## THIS SESSION WILL DISCUSS:

- What steps in the FMLA process could you be handling incorrectly that are putting your Employer, and you PERSONALLY, at risk?
- Military FMLA, a separate concern – make sure you know the differences.
- What are some of the major complaints that bring litigation?
- How much could a lawsuit cost your Business – the true “Economic Loss”?

Mr. Krevsky will provide attendees with real-life personal case examples (don't worry - the identities will be protected). We promise you, this lecture-type Session will be eye-opening!

**PROGRAM LEVEL:** Intermediate

**PREREQUISITES:** Attendees should have a foundational understanding of the Family Medical Leave Act (FMLA).



## VENDOR / SPONSOR INFORMATION

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If you are interested in becoming a vendor or sponsor, please contact Angela Niswonger at [aniswonger@paytimepayroll.com](mailto:aniswonger@paytimepayroll.com) or 717-610-0663 for a Vendor / Sponsor Prospectus.

### HOTEL INFORMATION

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The Best Western Premier will be offering a block of rooms at a discounted rate of \$94.95 for the night prior to the event. Please reserve your room by October 9, 2017.\*

To reserve your room, please contact:

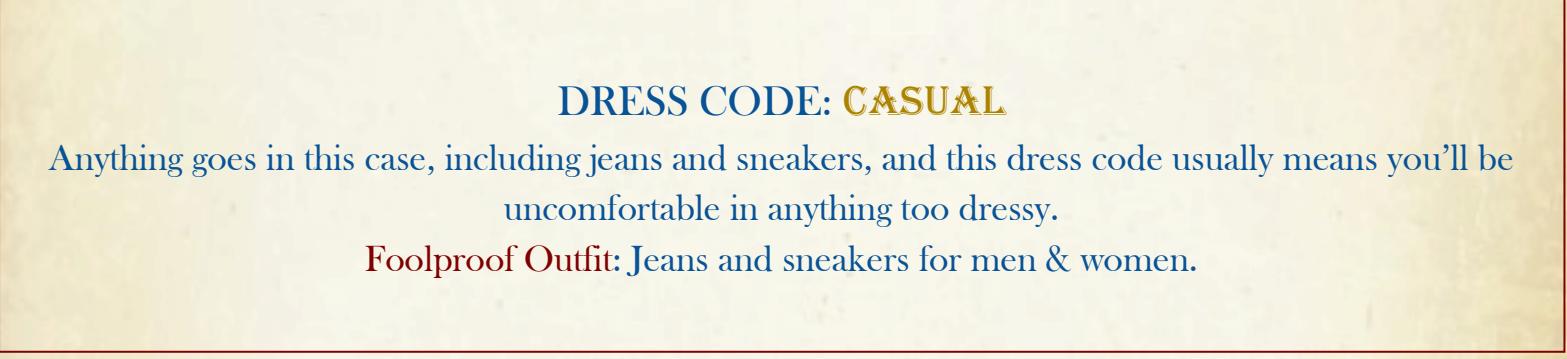
Best Western Premier, The Central Hotel & Conference Center  
800 East Park Drive  
Harrisburg, PA 17111  
(717) 561-2800

\*You will need to mention that you are with the Paytime Year-End Event

#### DRESS CODE: **CASUAL**

Anything goes in this case, including jeans and sneakers, and this dress code usually means you'll be uncomfortable in anything too dressy.

**Foolproof Outfit:** Jeans and sneakers for men & women.

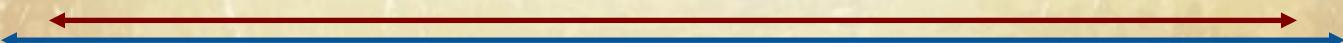


**THE 2ND ANNUAL TOTAL EMPLOYEE ASSET MANAGEMENT EVENT IS BROUGHT  
TO YOU BY:**



**Paytime™**

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LGBT center