Denver Chapter Payroll Association hosts the 2017 Rocky Mountain Regional Payroll Conference Oct 18th-20th
3 Chapters Participated in the Production of the Rocky Mountain Regional Payroll Conference. See the separate Project Plan document “RMRPC Project Plan 2017 10.14.17” for details. A survey is sent out to participants after the conference to get feedback for the next year. After the participant completes the survey they receive the link to any handouts from the speakers.
The RMRPC Committee began meeting March 23, 2017 and met 7 times. The whole committee went on a site visit to the Denver Marriott West. The food committee met separately once and went over the menu and made selections. The vice president also met separately with the Webmaster to discuss the website, deadlines and the conference booklet.

There was a person dedicated to the Partnerships and Vendors. She worked outside of the meeting, making contacts, collecting information for the conference booklet and organizing the vendor fair. She greeted the 21 vendors at check-in and handled the details of the “Trick-or-Treat on Vendor Street”.

Denver Chapter Payroll Association
Conference Theme

When the committee sat down for the first time to decide on the theme, the group got so excited when the Halloween theme was suggested. The conference is in October so the theme was very appropriate. Someone threw out the tag line “Nightmare on Payroll Street – It’s a scream” and everyone agreed it was perfect. The theme captures the crazy, unpredictable nature of our profession. It signifies the resiliency of those in this profession to be able to multi task and make it look easy, while navigating the ever changing landscape that can be a nightmare.
Conference Theme

In keeping with the theme, the ballroom and the breakout rooms were re-named.  
Ballroom-The Graveyard  
Salon A-Spider’s Web  
Salon B-Witch’s Brew  
Salon C-Bat Cave
Other Event Items Passed out to Conference Participants

Pin
Bag
Badges
Sticker
Spinner Pen

In addition to these items given to each participant, there were over 50 door prizes donated and prize drawings from the vendors.

Denver Chapter Payroll Association
Registration Packet

Folder

Personalized Schedule

Denver Chapter Payroll Association

2017 Rocky Mountain Regional Payroll Conference
October 18 – 20, 2017

Wednesday, October 18, 2017
11:30 to 1:30 pm  Colorado Chapters – Leadership Summit
Denver Creek
5:00 to 7:00 pm  Conference Registration
Entrance Hall
7:00 to 7:30 pm  Dinner Buffet
Keystone & Telluride
8:00 to 9:00 pm  Wheel of Payroll Honor
The Crow’s Nest

Thursday, October 19, 2017
7:00 to 9:00 am  Conference Registration
Entrance Hall
Networking/Breakfast
8:00 to 8:15 am  Opening by DCAPA President, Trish Craig, CPP
The Graveyard
8:15 to 9:15 am  General Session – Michael Sales
Effective Communication Techniques
The Graveyard
9:30 to 10:30 am  Learning Session 1
10:45 to 11:45 am  Learning Session 2
11:00 to 1:00 pm  Vendor Fair
Vendor Fair
The Graveyard
12:00 to 1:00 pm  Payroll Professional of the Year Award
Friend of the Chapter Award
The Graveyard
1:00 to 2:00 pm  General Session – Anastasia Burton & Booke Chestnut
Thriving in the Cross-Generational Workforce
The Graveyard
2:15 to 3:15 pm  Learning Session 3
3:30 to 4:30 pm  Learning Session 4
4:30 to 5:30 pm  Vendor Fair – Vendor Bingo and Networking
Dinner and Entertainment
The Graveyard
5:00 to 10:00 pm  Dinner and Entertainment
The Graveyard

Friday, October 20, 2017
7:15 to 8:30 am  Networking/Breakfast
8:15 to 9:00 am  General Session – Martin Armstrong, CPP
APA Update / 5 Skills that Transition Your Job into a Career
The Graveyard
9:45 to 10:45 am  Learning Session 5
11:00 to 12:00 pm  Learning Session 6
12:30 to 1:15 pm  General Session and Lunch – Nancy Surobea
Engagement Matters! The Proof is in the Bottom Line
The Graveyard
1:30 to 2:30 pm  Learning Session 7
2:45 to 3:45 pm  Learning Session 8
4:00 to 5:00 pm  General Session – Local Tax Panel
4:00 to 5:15 pm  Closing Session & Door Prizes – Must be Present to Win
The Graveyard
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The Graveyard
Registration Packet

Visit each vendor in the Vendor Hall on Thursday from 11:00 am - 5:00 pm for a chance to win 1 of 2 registrations to RMRPC 2018. Game cards have been included in your registration packet. You must visit each vendor to receive a stamp on your card. Once you have collected all your stamps, turn your card in at the Denver Chapter Booth by 5:00 pm on Thursday. Winners will be drawn at closing session on Friday.

You must be present to win.

Door Prize Ticket
(Recipient’s Name Labeled on Back)

Drink Ticket
(For Thursday Night Entertainment)

21 Vendors Booths and 3 Chapter Booths
Conference book includes:
Note from President DCPA
Topic/Room Assignments
Partners
Hotel Map
Conference Schedule
General Session & Key Note Topics and Speaker Bios
Learning Topics
Speaker Biographies
Charity Booth
Exhibitors List
Participant List
Notes Page
Conference Book Highlights

Topic/Room Assignments

<table>
<thead>
<tr>
<th>Room</th>
<th>Time</th>
<th>Topic</th>
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<tbody>
<tr>
<td>Crow's Nest</td>
<td>9:30 - 10:30</td>
<td>Social Security: We Are With You Through Life's Journey</td>
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<tr>
<td>Spider's Web</td>
<td>10:45 - 11:45</td>
<td>IRS Resources and ID Theft Information for Payroll Professionals</td>
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<td>Witch's Brew</td>
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<td>Payroll Research on the Internet</td>
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<td>Bat Cave</td>
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<td>Tax Debt Resolutions: Navigating Issues Related to Employment Taxes</td>
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<td>and the Trust Fund Recovery Penalty</td>
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<td>Income</td>
<td>10:45 - 11:45</td>
<td>Millennials and Generalization Preferences Around Payment, Paycards</td>
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<td>Withholding</td>
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<td>and Workforce Trends</td>
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<td>&amp; Scenarios</td>
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<td>Tricks of the Trade: Outsmarting Investment Fraud</td>
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<td>Multi-Generational Considerations and Retirement Plans</td>
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<td>How to Respond</td>
<td>2:15 - 3:15</td>
<td>Let's Grow &amp; Comply Together - The Time &amp; Attendance</td>
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<td>Industry State of the Union</td>
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<td>2017 Unemployment Landscape: Current Economic &amp; Legislative Issues</td>
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<td>Cyber Security - How Secure is Your Data in the Cloud?</td>
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<td>Best Practices</td>
<td>3:30 - 4:30</td>
<td>Unclaimed Property: Risk and Return in 2017 and Beyond</td>
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<td>Payroll Calculations: These Calculations Your Payroll Software</td>
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<td>Does for You</td>
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<td>Important Payroll</td>
<td>5:45 - 6:45</td>
<td>Resumes - Then and Now</td>
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<td>Considerations</td>
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<td>Payroll Calculations: These Calculations Your Payroll Software</td>
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<td>Related to 401(k)</td>
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<td>Your Payroll Software Does for You</td>
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<td>What's New in Child Support?</td>
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<td>Payroll Calculations: These Calculations Your Payroll Software</td>
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<td>Does for You</td>
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<td>2017 Legal</td>
<td>11:00 - 12:00</td>
<td>The Affordable Care Act and Cloud-Based Benefits</td>
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<td>Update</td>
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<td>New What? 2018 Employer Healthcare Forecast</td>
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<td>Colorado Wage</td>
<td>1:30 - 2:30</td>
<td>Test Your Compliance Knowledge</td>
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<td>Withholding</td>
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<td>Mergers &amp; Acquisitions</td>
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<td>Payroll Considerations for Domestic and International Business</td>
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<td>Travelers</td>
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<td>The State of</td>
<td>2:45 - 3:45</td>
<td>Are You a Catalyst for Change? Lead with Confidence and Your Team</td>
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<td>Colorado Law</td>
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<td>Will Follow</td>
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<td>Benefits of the CPP/FPC Certification for Your Career</td>
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Hotel Map

Special Thanks

to the following organizations who donated items for the door prizes.

InTandem Human Resources, Stargazer Fine Chocolates
Denver Broncos-Nancy Schoboda, Trish Craig, CPP
The Broadmoor, Hilton Garden Inn Denver/Cherry Creek
Denver Chapter Payroll Association
Southern Chapter APA
Northern Chapter APA
American Payroll Association

For more details about the biggest payroll event of the year
# Conference Schedule

**Wednesday, October 18, 2017**
- 11:30 am - 12:00 pm: Orlando Chapter - Leadership Summit
- 12:00 pm - 1:00 pm: Lunch Buffet
- 1:00 pm - 2:00 pm: Wheel of Payroll Horrors

**Thursday, October 19, 2017**
- 8:00 am - 8:15 am: Opening by DCERA President Tricia Craig, CPP
- 8:15 am - 9:15 am: General Session - Michael Salen: Effective Communication Techniques
- 9:15 am - 10:15 am: Learning Session 1
- 10:15 am - 11:15 am: Learning Session 2
- 11:15 am - 12:15 pm: Vendor Fair
- 12:15 pm - 1:15 pm: Networking/Luncheon: Payroll Professional of the Year Award: Friend of the Chapter Award
- 1:15 pm - 2:15 pm: General Session: Anastasia Burton & Brooks O’Conner: Thriving in the Cross-Generational Workforce
- 2:15 pm - 3:15 pm: Learning Session 3
- 3:15 pm - 4:15 pm: Learning Session 4
- 4:15 pm - 5:15 pm: Vendor Fair - Vendor Faire & Networking
- 5:15 pm - 6:15 pm: Dinner & Entertainment

**Friday, October 20, 2017**
- 9:30 am - 10:30 am: General Session: Tricia Craig, CPP: APS Update / 5 Skills that Transition Your Job into a Career
- 10:30 am - 11:30 am: Learning Session 5
- 11:30 am - 12:30 pm: Networking/Luncheon
- 12:30 pm - 1:30 pm: General Session: Chancy Goodbye: Engagement Matters: The Proof is in the Bottom Line
- 1:30 pm - 2:30 pm: Learning Session 7
- 2:30 pm - 3:30 pm: Learning Session 8
- 3:30 pm - 4:30 pm: General Session: Local Tax Panel
- 4:30 pm - 5:30 pm: Closing Session & Door Prizes: Must Be Present To Win

# Wednesday Events

**Colorado Chapter Leaders**
- **Leadership Summit w/ working Lunch**
  - 11:30 AM - 1:30 PM
  - If you serve on the Board of Directors for your Chapter, please join us for the Leadership Summit.
  - **"Managing Me" presented by J.B. Mancy, CPP**
  - Attendees will be taken through the theories and skills to identify if they manage the same manner in which they need to be managed. Most importantly, the section will help the attendees identify how they manage themselves and the delicate balance between work, life and chapter commitments.

**All Attendees**
- 6:00 pm - 8:00 pm

**Wheel of Payroll Horrors**
- Can I play a game? No you can’t, but come join us to learn and have some fun playing the Wheel of Payroll Horrors. Play on a team, work together to solve the payroll puzzles, and win prizes.
- Coming straight from work? Hungry and thirsty? Come out at the buffet with sliders, salad, chips and salsa. Coffee, Tea.
- Soft drinks and water will keep you hydrated for the game.
Conference Book Highlights

General Session & Key Note Topics

Engagement Matters! The Proof is in the Bottom Line

Nancy Sebodeh

Session: Are your employees thriving or merely surviving? According to a recent Gallup poll, 51% of the U.S. workforce is not engaged costing employers up to $500 billion annually. Scary, right?

The need to full engagement is not easy, but it is possible to move the needle. You can set the direction by becoming an employee engagement champion. During this session, you will learn valuable tips and tools to display an engagement strategy within your organization and drive bottom line business results.

Nancy Sebodeh, SPHR, SHRM-SCP – Denver Broncos

Nancy Sebodeh is entering her fifth season with the Denver Broncos in 2017 and her first year as the team’s executive vice president of human resources. Nancy leads all human resources efforts for the Broncos and Stadium Management Company, elevating the club’s staffing through talent management and development.

During her tenure with the Broncos, she has instituted several innovative systems and procedures within the organization, including management programs, compensation reviews, and technology solutions. She leads a team that works diligently to ensure compliance on legal issues while respecting the demands of the NFL business and football culture of the Broncos.

Before joining the Broncos in 2013, she served as senior vice president of human resources for The Integer Group, a company she was associated with for nearly 20 years. Nancy received a bachelor’s degree in business administration from Illinois State University and a master’s degree in education, human resources and organizational development from Colorado State University. In February 2018, she will be inducted into the Illinois State College of Business Hall of Fame.

She is a certified TimeCycles Personal Success Facilitator, a TalentSmart® Emotional Intelligence Certified Trainer, as well as a contributing author of The Manager’s Handbook of Human Resource Management. She has spoken on numerous topics including recruitment, employee engagement, employee recognition, and performance management.

Originally from Illinois, she has resided in Colorado since 1996. She is married and has two sons, one who has served and the other who is currently serving in the Army. Needless to say, she is passionate about giving back to the military community and mentoring service members as they transition from military to civilian life.

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Learning Session Topics

2017 Legal Update
Austin Smith - Ogletree Deakins

Session: A review of the Trump administration’s first year and a preview of what’s to come.

2017 Unemployment Landscape: Current Economic & Legislative Issues
Thomas L. Mord – Equifax

Session: The challenging economic circumstances of the recent past have placed unprecedented financial pressures on state workforce agencies, resulting in depleted trust fund reserves. To relieve these pressures, employers are being asked to maintain levels of higher unemployment tax rates. As a result, employers should address not only comprehensive claims management, but also how this tax management practices to reduce unemployment tax liabilities.

The goal of this presentation is to provide an economic update on the state of the unemployment landscape and to share tax strategies that seek to minimize costs in accordance with state requirements. Specific topics to be covered include: unemployment claims, federal unemployment tax, state unemployment tax, mergers & acquisitions, employment tax strategies, legislative updates, and more.

7 Common Pitfalls Created by Employee Benefits - How to Avoid, Clear and Overcome
Trevor Michelson – Five Rings Financial

Session: You’ve offered it all - Shares, Stocks, Vision/Dental Plan, Health Care, Blah Blah Blah, etc. though you’re company is in a full and it all still not standing out from the crowd. You’re hatch of new hires are filing the roles, yet there’s some energy missing that you just can’t explain. Pressure from all direction feels limiting, especially from above. A healthy, balanced and progressive work environment is what you’re focused on creating, but something keeps getting in your way. Join us to understand the pitfalls you’ve stumbled into as well as how to clear your path for the rest, or avoid them all together.
Conference Book Highlights

2017 RMRPC Exhibitors
Diamond Partnership

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Irvine, CA 92668
www.globalcashcard.com

George Mavras
Director of Special Projects
gmavras@globalcashcard.com
Ph. 904-993-0469

Platinum Partnership

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rapid! Paycard
5300 W Cypress, Ste 150
Tampa, FL 33607
www.rapidpaycard.com

Ryan Lane
Rocky Mountain Territory Manager
Ph. 503.985.7686
rlane@rapidpaycard.com

2017 Board of Directors
President - Dixie Phillips, FPC
Vice President - Debbie Condos, CPP
Treasurer - Alana Lane, CPP
Government Liaison Officer - Linda Kammerzell, CPP

https://www.northerncoloradoapa.org/

Independent Chapter of The American Payroll Association
# Conference Book Highlights

## Participants List

<table>
<thead>
<tr>
<th>Participant</th>
<th>Company</th>
<th>Title</th>
<th>Email Address</th>
<th>Met</th>
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<tbody>
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<td>Janet Cook, CPP</td>
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<td>Denise Cowell</td>
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<td>Cynthia Davidson, CPP</td>
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**Denver Chapter Payroll Association**
Marketing Methods - The most effective was the Email Announcement sent to the Chapter Databases.

Website:
Denver Chapter Payroll Association (DCPA)
Northern Colorado Payroll Association (NCPA)
Southern Colorado Payroll Association (SCPA)

Email Announcement sent to:
DCPA Database
NCPA Database
SCPA Database

Postcard Mailing to:
768 APA Members in 5 surrounding states, CO, WY, NE, KS, NE
Information for the RMRPC is a Section of the DCPA Website

RMRPC
Conference Main Page
Conference Schedule
Keynote Speakers
Wednesday Events
Thursday Learning Sessions
Thursday Evening Entertainment
Friday Learning Sessions

Quick Links
About
Contact Us
Calendar of Events
Sponsors

Learning Sessions Each Day

2017 CONFERENCE SCHEDULE

WEDNESDAY - OCTOBER 18, 2017

12:00 PM - 4:00 PM (tentative) Colorado Chapters - Leadership Summit
5:00 PM - 7:00 PM Registration
6:00 PM - 8:00 PM Dinner Buffet
6:00 PM - 9:00 PM Wheel of Payroll Horrors

THURSDAY - OCTOBER 19, 2017

7:00 AM - 8:00 AM Registration and Networking Breakfast
8:00 AM - 8:15 AM Opening Remarks - DCPA President
8:15 AM - 9:15 AM Opening Session - Keynote Speaker: Michael Sales
9:30 AM - 10:30 AM Learning Session 1
10:45 AM - 11:45 AM Learning Session 2
11:00 AM - 5:30 PM Vendor Fair Opens - continuous until 5:30 PM
12:00 PM - 1:00 PM Lunch
1:30 PM - 2:30 PM DFOY Award / Friend of the Chapter Award
1:00 PM - 2:00 PM General Session - Keynote Speaker: Anastasia Button
2:15 PM - 3:15 PM Learning Session 3
3:30 PM - 4:30 PM Learning Session 4
4:30 PM - 5:30 PM Vendor Fair continued and Networking
6:00 PM - 10:00 PM Dinner and Entertainment

FRIDAY - OCTOBER 20, 2017

7:15 AM - 8:15 AM Networking Breakfast
8:15 AM - 9:30 AM General Session - APA Update: Martin Armstrong

Keynote Speakers

MARTIN ARMSTRONG

5 Skills that Transition Your Job Into a Career

The difference between wanting for a meaningful job and existing as a career is largely to be found largely in this uncertain marketplace, you have to have skills that people will pay for. To this end, this session will discuss the 5 critical skills that will give you the ability to turn your job into a career that you love while earning your marketplace salary.

MICHAEL B. SALES

Effective Communication Techniques

In knowledge of effective communication techniques, we will discuss the 4 levels of learning. A type of communication and various techniques to utilize in effective communication. This information is useful not only to the effective leader but also to the employee and client. And beyond the earning of confidence, the listener will not only listen to those techniques and information but also demonstrate them through notes and examples that will challenge and inspire. His unique circumstances of a life changing event and professional allows him to always connect audiences around the country on obstacles and various ACA regulations.
Education

Topic Categories included Payroll Processing, Benefits, 401k, Legal Updates, Personal Improvement and Fraud Awareness

Speakers were chosen for being experts in their field. For the general sessions and keynotes we chose topics that are focused on communication, engagement and career development.

There were 71 Members of Local Chapters and 50 Guests in attendance.

16 RCH’s were granted to conference participants
Sometimes learning doesn’t come from a speaker, but rather from each other.
Recognition
Payroll or Education Grant
DCPA granted one scholarship. Participants submit applications online through the DCPA website. DCPA scholarship committee reviews the applications and chooses the winner.

Members move through the Vendor Fair and get their page stamped by each vendor. When the page is completed they are entered into a drawing for a free registration to the next year’s conference. Two winners were chosen to attend the 2019 Rocky Mountain Regional Payroll Conference.
Wednesday Events-October 18, 2017
Leadership Summit

The Officers from the three Colorado chapters met for lunch and Management Training that was presented by J.B. Morey. The group broke into smaller groups and discussed their challenges as officers and challenges within their chapters.
Wednesday Events - October 18, 2017
Wheel of Payroll Horrors
Payroll Clues and Payroll Words

Can I buy a vowel? No you can’t, but come join us to learn and have some fun playing the Wheel of Payroll Horrors. Play on a team, work together to solve the payroll puzzles, and win prizes.

Join us from 6:00pm to 9:00pm for food, learning and fun!
Recognition
Special Recognition at Luncheon with Keynote Speaker
Thursday, October 19, 2017

Denver Friend of the Chapter Award

Northern Chapter Payroll Professional

Payroll Professionals of the Year

Mosiac HCM

Denver Chapter Payroll Association

President, Dixie Phillips FPC,
Winner Deb Condos, CPP

President, Don Reilly, CPP,
Winner Sheila Buswell, CPP

President Trish Craig, CPP
Winner Linda Springer, CPP
Thursday Night Entertainment  
October 19, 2017  
Halloween Bash  
Dinner, Trivia Team Game,  
Costume Contest  

2017 RMRPC - CONFERENCE ENTERTAINMENT  
Thursday October 19th, 2017 6:00pm – 9:00pm  

Dinner and Entertainment on Payroll Street!!!  

After a plated dinner we will begin our “Geeks Who Drink” trivia game with teams of six people. It is a homegrown Pub Trivia Quiz modeled after those in Ireland and the UK.  

The quizzes cover everything from celebrities in trouble to wordplay to bad television.  

Each quiz has two audio rounds: a “Name that Tune” style round, and another round comprised of soundbites from movies and TV.  

Questions are read aloud by the quiz master and teams write down the answers, turning them in at the end of each round. The collective knowledge base makes for more fun and less pressure.  

The team with the most points after all the rounds is the winner.  

While each round is being scored, we will have music and a costume contest. Come dressed up and show off the Halloween duds! We will judge costumes in 5 different categories.  

Your conference registration includes the dinner, entertainment and 2 drinks. Feel free to bring a friend, co-worker or significant other. Dinner, drinks, music and games included for the price of $65. Guest registration is now open.  

Come join us on Payroll Street for our Halloween Bash!!!

Denver Chapter Payroll Association
Between rounds of trivia while the answers were being tallied for each team, there was a Halloween Costume Contest with 5 winner categories.

- Creepiest/Scariest
- Funniest
- Most Original
- Cutest
- Most Effort

Anyone who was dressed up in costume could come up for their category and parade across the stage to be judged. On the table there were voting slips for each category. At the end of the night the winners of each category came up and received skeleton trophies and wine. J.B. Morey was the MC of the event.
Pulling off such an amazing event takes a lot of creativity, dedication and time. It was many people sharing their talents that created such a great conference. The group had fun and grew closer as a team.

**Team Halloween included:**
Carla Steele CPP, Tammy Hess CPP, Nicol Elder CPP, Trisha Major CPP, Linda Springer CPP, Jodie Rector CPP, Jennifer Brunner CPP, Jesika Bachman CPP, Don Reilly CPP, Kim VanderVeen CPP, Gwen Stanton CPP, Dawn Kantrud, Theresa Nau CPP, Trish Craig CPP, J.B. Morey CPP
(not pictured)