



**October 16 - 18, 2019**  
**Colorado Springs Marriott**  
**Colorado Springs, CO**

Sponsored by:

**Denver Chapter Payroll Association**

In conjunction with:

**Southern Colorado Chapter of The American Payroll Association**

Independent Chapters of The American Payroll Association

**AMERICAN  
PAYROLL  
ASSOCIATION**

# Letter from the President

## Welcome to the 30th Annual Rocky Mountain Payroll Conference “Never Stop Exploring!”

We live in this beautiful state of Colorado and we often think of exploring the mountains or the sites of the city. This year's theme, “Never Stop Exploring”, is one that every Payroll Professional can identify with. Keeping up with the changing landscape of new rules and regulations, interacting with a diverse working population, and mastering complex payroll systems can be a challenge. The Payroll Professional must keep their survival skills up to date and at the leading edge of thinking and technology.

We are proud that we can continue a conference that has been hosted over the last 29 years providing a wide variety of topics and keynote speakers. Our speakers are focused on communication, engagement and career development. Check out Thursday night with dinner and some fun country style entertainment.

You and your companies benefit from your dedication to learning. The conference is a great place to learn and to meet people. Who else can understand what you go through?

We hope you learn and enjoy the conference. It takes many to organize this event. It takes a lot of time, creativity and dedication from the conference committee. If you have questions or need assistance, look for your committee members. They will be wearing something theme based.

### 2019 RMRPC Committee Members

Jennifer Brunner, CPP (RMRPC Committee Chair and DCPA Vice President)

Malena Archuleta, CPP

Kelli Bashline, CPP

Julie Beck, CPP

Terri Beeler, CPP

Andrea Brekus, CPP

Susan Judah, CPP

Shelia Buswell, CPP (Southern Chapter)

Trish Craig, CPP

Nicol Elder, CPP

Jaxine Hensley, CPP

Tammy Hess, CPP

Vincent Kassube, CPP

Lori Prince, CPP

Don Reilly, CPP (Southern Chapter)

Carla Steele, CPP

Linda Springer, CPP

Dirinda Terry

As residents of the state we should never stop exploring the beauty of this state and as payroll professionals we never want to stop exploring the laws and legislation, the processes that make us knowledgeable and better at our jobs.

I look forward to meeting you. Enjoy and take advantage of this opportunity. Have fun, learn lots, and meet some new people!

*Kim Vander Veen, CPP*

Kim Vander Veen, CPP

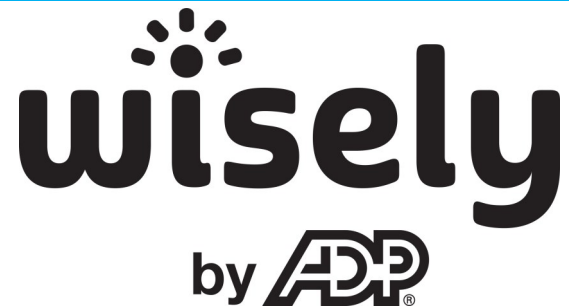
Denver Chapter Payroll Association President

RMRPC Committee Member



## Special Thanks to our Partners

### Diamond Partner



### Titanium Partner



### Platinum Partners



### Gold Partners



### Silver Partner



## Vendor Fair Partners



## Vendor Fair MapQuest

**Bring out your inner adventurer and go exploring during the vendor fair!**

Follow your map through the Vendor Hall on Thursday from 11:30 am – 5:00 pm. Collect a stamp from each vendor on your map during the fair. Turn in your completed map at the end of the fair to Denver Chapter Booth by 5:00 pm Thursday for your chance to win 1 of 2 registrations to RMRPC 2020.

**Winners will be drawn at the closing session on Friday and you must be present to win.**



# Conference Schedule

## Wednesday, October 16, 2019

11:00am to 3:00pm	Leadership Summit
5:00 to 7:00 pm	Conference Registration (Jim Breeden Boardroom)
5:30 to 9:00 pm	Payroll Trivia
6:00 to 8:00 pm	Appetizers

## Thursday, October 17, 2019

7:00 to 8:00 am	Conference Registration - Networking/Breakfast
8:00 to 8:15 am	Opening Remarks- DCPA President
<b>8:15 to 9:15 am</b>	<b>Keynote - Tim O'Shea - The Agent of Change</b>
9:30 to 10:30 am	Learning Session 1
10:45 to 11:45 am	Learning Session 2
11:00 to 5:00 pm	Vendor Fair
12:00 to 12:45 pm	Lunch/Awards- Payroll Professional of the Year & Friend of the Chapter
<b>12:45 to 2:15 pm</b>	<b>Keynote - Doug Melville - What if Diversity Was Your Client?</b>
2:30 to 3:30 pm	Learning Session 3
3:45 to 4:45 pm	Learning Session 4
5:00 pm	Vendor Prizes
6:30 to 7:30pm	Dinner
7:30 to 9:00pm	Entertainment

## Friday, October 18, 2019

7:15 to 8:00 am	Networking/Breakfast
<b>8:00 to 9:00 am</b>	<b>Keynote - Karen Ward, CPP - Expedition Withholding 2020</b>
9:15 to 10:15 am	Learning Session 5
10:30 to 11:30am	Learning Session 6
11:30 to 12:15 pm	Networking/Lunch
<b>12:15 to 1:45 pm</b>	<b>Keynote - Nicholas Haynes - Preparing for 2020</b>
2:00 to 3:00 pm	Learning Session 7
3:15 to 4:15 pm	Learning Session 8
4:30 to 5:00 pm	Closing Remarks & Door Prizes - Must Be Present To Win

# Hotel Map



## Special Thanks

To the following individuals and organizations who donated items for the door prizes.

Denver Chapter Payroll Association

Jaxine Hensley

Trish Craig

Clinica Family Health

Southern Colorado Chapter of the APA

Dirinda Terry

American Payroll Association

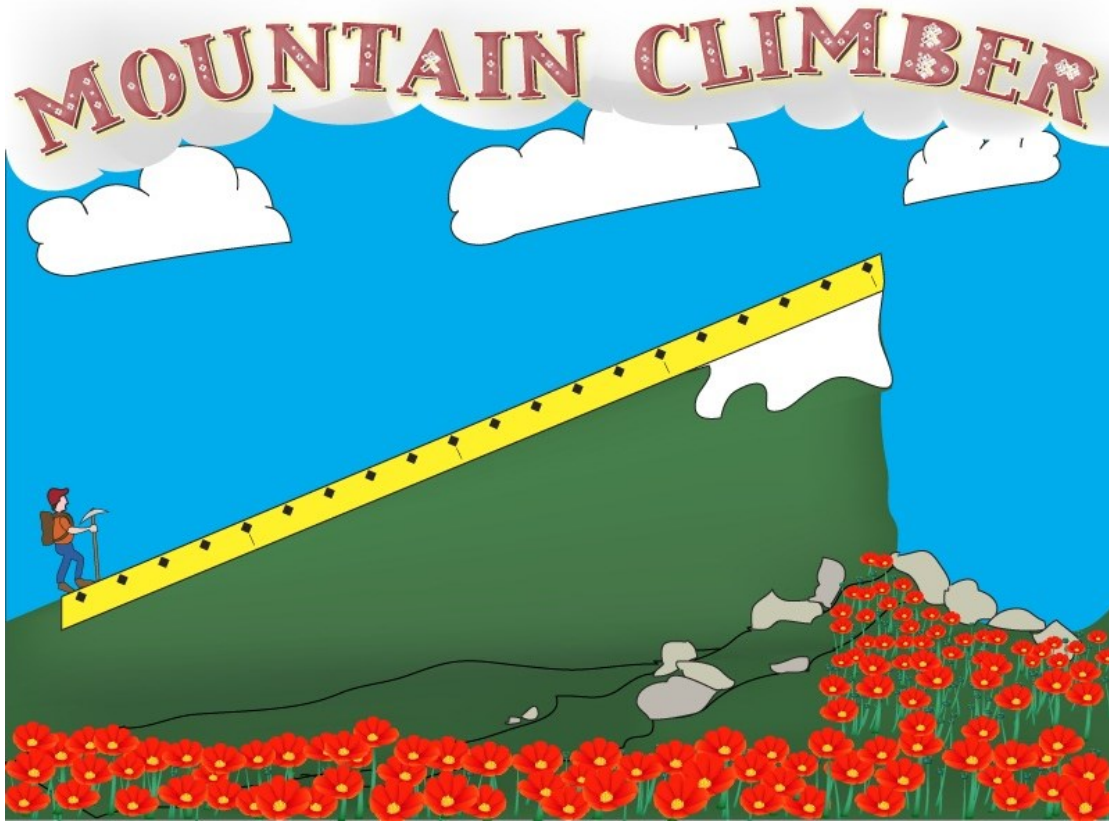
Big Daddy's Burger Bar

Jennifer Brunner

Denver Broncos



## Wednesday Night



Come and join us Wednesday evening from 5:30pm—9:00pm  
and test your payroll knowledge.

Watch as your climber scales the Payroll Peak of Knowledge with each  
correct answer - be the first to reach the summit!



Location: Aspen Leaf Room (Trail Head)

Time: 5:30pm - 9:00pm

Reception: Appetizers and beverages

# Topic/Room Assignments

## Thursday

<u>Room</u> Time	Pikes Peak (Eagles Nest)	Longs Peak (Salon F & G)	Mount Evans (Rockrimmon)
<b>Thursday</b> <b>9:30 -10:30</b>	Angela Hildebrand <b>Mental Flexibility</b>	George Mavrantzas <b>The Evolution of Pay</b>	Michele Rowland and Steve Suflas <b>Mergers and Acquisitions</b>
<b>Thursday</b> <b>10:45 –11:45</b>	Julie Sutton <b>Cyber Security</b>	Josh Weller <b>Social Security 101</b>	Thomas Mudd <b>Economic Update - Impact on Unemployment Taxes</b>
<b>Thursday</b> <b>2:30 –3:30</b>	Ryan Lane <b>Technology is Driving an Unstoppable shift to On-Demand Pay</b>	Angela Hildebrand <b>Effective Listening</b>	Judy Bonato <b>Denver OPT</b>
<b>Thursday</b> <b>3:45 -4:45</b>	Stephanie Beiermann and Jennifer Fitzpatrick <b>You've Selected a New HCM System. Now What?</b>	Janine Archuleta <b>Child Support Jeopardy</b>	Jeff Albert <b>Paycard Strategy: Complying with Legislation in All 50 States</b>



# Topic/Room Assignments

## Friday

<u>Room</u> Time	Pikes Peak (Eagles Nest)	Longs Peak (Salon F & G)	Mount Evans (Rockrimmon)
<b>Friday</b> <b>9:15 -10:15</b>	Jennifer Fairweather and Tamara Dixon  <b>Generations: The Myths and the Realities</b>	Nick Broomhead and Lisa Dorvinen  <b>Taxation and Reporting of Non- Cash Fringe Benefits</b>	Christopher Carpenter  <b>Unemployment Tax Management Strategies</b>
<b>Friday</b> <b>10:30 –11:30</b>	Beth Baerman  <b>Understanding the Impact of Paid Sick Leave Mandates</b>	Stephen Paul Terry <b>Increasing Productivity - “How to be Physically Energized and Mentally Focused”</b>	Michael Goodwin  <b>Best Employment Practices as Recommended by U.S. Department of Homeland Security</b>
<b>Friday</b> <b>2:00 –3:00</b>	Karen Ward, CPP  <b>The Tax Testing Trek: Withholding Method of Choice for 2020</b>	Hilary Morgan  <b>The Evolution of Payroll</b>	Michael Goodwin  <b>What to Expect if ICE Comes a Knocking; I-9 Compliance Updates and Strategies</b>
<b>Friday</b> <b>3:15 -4:15</b>	Nicol Elder, CPP  <b>Payroll Pain Points: How to Make Excel Work for You</b>	Susan Judah, CPP  <b>Climbing to the Top Often Feels Like Hanging on by Your Fingertips</b>	Jeanne Bartlett  <b>UI Basics</b>

# General Session & Keynote Topics



## **The Agent of Change**

*Presented by: Tim O'Shea*

After spending almost a decade in the corporate arena doing interviews and behavioral assessments of job applicants, I acquired many skills.

In recent years, I've received some specialized training by professionals from law enforcement and national security agencies (isn't that what everybody does on Friday nights?). From these fine folks, I acquired even better skills.

So...I have taken these two unique paths and merged them together. It's a powerful combo, and I use it to create good.



## **What if Diversity Was Your Client?**

*Presented by: Doug Melville*

We will explore the layered topic and issues surrounding D&I under the lens of client. From structure to language to practical implementations - attendees will leave the room with a fresh POV and (hopefully) some inspiration on how they can move the ball forward in this area!



## **Expedition Withholding 2020: Tax Education vs. Tax Advice**

*Presented by: Karen Ward, CPP*

We are all about to embark on a journey of our lifetime, one of historic proportions. That's right Expedition Withholding 2020!

Currently there are limited source to help your company navigate through uncharted scenarios and questions that your employees could have. We need to make sure that the Payroll staff is providing tax form assistance versus tax advice. While it seems that many questions have been left unanswered, you will discover answers and tools to overcome the classic obstacles of the NEW Form W-4!! We will be exploring a basic game plan to provide superior customer service to your employees, regardless of the industry or size. So make plans to attend an adventure of a payroll-lifetime!!! So, let the adventure begin!!!



## **Preparing for 2020 with 20/20 Vision**

*Presented by: Nicholas Haynes*

Do employees have First Amendment rights? Can an employer fire an employee for supporting a particular candidate? This election season is shaping up to be as divided as the last, which can have quite an impact on the workplace. Employers will likely face situations regarding employee conduct both inside and outside the workplace, and how to respond is not as clear as it would seem. In this presentation we will explore what free speech rights exist, and how employers can address the varying types of speech they may encounter.



## A Better Way to Pay



### Embrace the Future of Pay

Today's workforce is leading the charge for new, more flexible ways to get paid. Wisely Pay by ADP™ is the wage payment solution you need to meet employee demand for flexible pay and move closer to 100% electronic pay – saving you money, easing administrative burden and boosting employee loyalty.

Enabled with 50 state pay card compliance capabilities and supported by a dedicated field services team to help ensure cardholder adoption, Wisely Pay allows your employees to access cash, shop online and in-store, pay bills and transfer funds. And the myWisely™ mobile app empowers employee financial wellness with money management tools at their fingertips.

**Wisely Pay by ADP. This is the future of pay.**  
Visit [ADP.com/Wisely](https://ADP.com/Wisely) or call 866-332-0584

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# Thursday Learning Session Topics

## The Evolution of Pay

*Presented by: George Mavrantzas, Wisely Pay by ADP*

A new study from ADP Research Institute® focused on employee and employer perceptions and attitudes about traditional and emerging pay methods to address some of their biggest human capital management concerns.

In a highly competitive environment for recruiting top talent, ADP Research Institute's study suggests that both employees and employers agree that offering alternative payment methods would provide a competitive edge. Over 60% of employees indicated that off-cycle pay options would make a difference when considering a job offer. Likewise, 73% of employers surveyed indicated they need to customize payment options to compete in the war for talent. Beyond recruitment, the study touches on emerging trends in employee retention and financial wellness, the impact of the gig economy and 1099 employees, and the evolving attitudes of Millennials and next gen workers.

What You Will Learn / Learning Outcomes

1. Driving forces shaping the future of work—and the future of pay
2. How offering alternative pay methods can impact recruitment, retention and employee wellness.
3. Why security, speed, and flexibility are the key elements of pay
4. Employer/employee disconnects in attitudes about pay and what employers should know.
5. How to anticipate and address the pay needs of 1099 and gig economy workers

## Mental Flexibility

*Presented by: Angela Hildebrand, Autopaychecks*

The presentation is a 50 minute interactive presentation. Mental Flexibility is an interactive experience that gives the attendees practical hands on exercises that will leave them with a take away that can be used both personally and professionally. During the presentation Mental Flexibility is defined as a Way of Thinking, A Mental Skill and an Attitude. During the presentation the participant will learn to become a better listener, a better observer a more skilled thinker and a more effective problem solver.



# **Thursday Learning Session Topics**

## **Mergers and Acquisitions**

*Presented by: Michele Rowland & Steve Suflas, Ballard Spahr*

The new leadership at the United States Department of Labor has finally implemented significant changes to the wage and hour rules and regulations over the past 12 months. Topics include the very recent announcement of amendments to the white collar exemptions, an avalanche of important opinion letters, proposed new rules on joint employer status, new guidance on the definition of independent contractor and guidance on FMLA compliance. In addition, there have been significant developments at the state level, both in Colorado and elsewhere, dealing with issues of paid time off locally, and pay equity nationally. We will cover all of these important and timely developments.

## **Social Security 101**

*Presented by: Josh Weller, SSA*

Josh Weller, Public Affairs Specialist for the Social Security Administration, will discuss how benefits are calculated, eligibility requirements, the application process, planning tools available on SocialSecurity.gov and more.

## **Cyber Security**

*Presented by: Julie Sutton, City & County of Denver*

The New Targets: How cyber attacks are becoming more strategic, targeted, and sneaky.

## **Economic Update - Impact on Unemployment Insurance Taxes**

*Presented by: Thomas Mudd, Equifax*

This session will provide an overview of how the unemployment insurance system works and arm you with best practices to ensure you're paying the least amount of unemployment taxes necessary. We'll cover how current economic factors are impacting SUI rates, learn about the solvency and efficiency of the unemployment system, and share tax planning strategies you can use to minimize your organization's employment tax costs.



# Thursday Learning Session Topics

## **Effective Listening**

*Presented by: Angela Hildebrand, Autopaychecks*

The presentation is a 50 minute interactive presentation. If you are a leader, manager or supervisor who wants more effective relationships professionally and personally. Discover which barriers are preventing you from excelling in both your personal and professional life.

## **Denver OPT**

*Presented by: Judy Bonato, City & County of Denver*

What the heck is OPT?

Basic definition

Purpose of tax

2 Separate taxes – business and employee



## **Technology Is Driving An Unstoppable Shift To On-Demand Pay**

*Presented by: Ryan Lane, Rapid Pay Card*

FinTech innovations are reducing payroll costs while offering employee payment benefits. rapid! Disbursements is an all-in-one payment disbursement platform that allows businesses to electronically pay anyone in the U.S., including customers, employees, contractors and vendors. It even unlocks early wage accrual access as a benefit for employees to drive recruiting and retention. rapid! Disbursements works seamlessly with existing payroll systems to enable 100% electronic payroll and tip disbursement to employees when and how they want, such as any debit card, payroll card, direct deposit, cash pick-up, or digital wallet.

## **You've Selected a New HCM System. Now What?**

*Presented by: Stephanie Beiermann and Jennifer Fitzpatrick, ClearCourse Consulting*

How to project manage implementation, resources needed, what to expect from your vendor and how to prepare your data.



# Thursday Learning Session Topics

## Child Support Jeopardy

*Presented by: Janine Archuleta, Colorado Child Support*

Are you a fan of Jeopardy? Do you want to test your luck on a daily double? Or maybe you just enjoy trivia?? If so this session is for you. Please join the Colorado Division of Child Support Services for a fun and interactive game to learn or refresh yourself on new hire reporting and income withholding. Come test your knowledge and maybe win a prize.

## Paycard Strategy: Complying With Legislation in All 50 States

*Presented by: Jeff Albert, Netspend*

An important part of your role as an employer is to ensure that you pay your workers promptly and accurately, and that you comply with the federal and state payroll laws that apply to your business. As an employer and a payroll business person, you want to manage your payroll system in the most efficient, cost-effective and equitable way possible. Visa explains in an Employer's Guide to Payroll Cards how a well-designed payroll card program can benefit both the company and its employees. Are you providing your employees enough options for receiving their wages? Are the options you currently offer meeting the needs of all your workers? Are there ways to process your payroll that could save you time and money? Is there another tool to help you approach 100% "electronic pay"? Together, we will explore the answers to these questions, focusing on the below learning objectives.

- Understand the history of electronic payroll distribution, what to avoid and the potential benefits payroll cards can bring to your business and to your employees.
- Understand your responsibilities and the different responsibilities of issuers, employers, program managers and employees.
- Understand the different Federal and State Laws you need to comply with.
- Understand how 100% electronic pay is possible.
- Understand if Real Time Funding and Earned Wages make sense for your business.
- Develop a paycard strategy that complies with legislation in all 50 States.

# Friday Learning Session Topics

## Taxation and Reporting Of Non-Cash Fringe Benefits

*Presented by: Nick Broomhead and Lisa Dorvinen, Deloitte Tax LLP*

This session will focus on the tax rules connected to benefits provided by employers including prizes/awards, automobiles, education benefits, reimbursement of commuting expenses, and employer-provided meals/housing.

## Generations: The Myths and the Realities

*Presented by: Jennifer Fairweather, Jefferson County and Tamara Dixon, Town of Parker*

So often we hear these “\_\_\_\_\_” are so bad at technology. The “\_\_\_\_\_” employees are so entitled. Why do these “\_\_\_\_\_” expect promotions when they have no real experience?

But, are these broad characterizations reality when it comes to describing an entire generation?

Join us for an interactive session where we will explore both the myths and the realities of the multiple generations in our workplace.

## Unemployment Tax Management Strategies

*Presented by: Christopher Carpenter, Thomas and Company*

This session will explore the different strategies that can be leveraged to reduce total spend associated with unemployment. Techniques that will be discussed include: unemployment claims management, voluntary contributions, joint account elections, transfer of experience provisions, and other tactics. Please join us to explore how you can reduce and mitigate unemployment taxes, and decrease costs for your organization.



## Prepaid Cards for Your Business

Netspend® provides organizations with prepaid cards for your business, including payroll, tip distribution, incentives, and disbursement.

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Incentives • Payroll • Tip Distribution • Disbursement

# Friday Learning Session Topics

## **Understanding the Impact of Paid Sick Leave Mandates**

*Presented by: Beth Baerman, Attendance on Demand*

If you are not already subject to paid sick leave regulations, they may be coming to you in the near future. So, what should you know and what should you do to prepare? We'll review current mandates and the state of proposed legislation and learn how to craft policies and use automation to streamline sick leave accrual and administration.

Learning Objectives:

Objective 1: What should you know and what should you do to prepare

Objective 2: Learn how to craft policies

Objective 3: Learn how to use automation to streamline sick leave accrual and administration

## **Best Employment Practices As Recommended by U.S. Department of Homeland Security**

*Presented by: Michael Goodwin, Homeland Security*

Homeland Security Investigations (HSI), is managing a voluntary collaborative program with America's business community. IMAGE (ICE Mutual Agreement between Government and Employers) is a mutually beneficial initiative that will provide businesses enhanced security, a more stable workforce, and minimize the likelihood of hiring unauthorized workers. Many unauthorized workers have secured jobs by fraudulent means, including; presentation of false documents, completion of fraudulent benefit applications, and theft of identities. By enhancing and improving existing hiring practices, IMAGE participants will, in essence, be assisting in the effort to combat illegal activity and enhance national security.

## **Increasing Productivity – “How to Be Physically Energized and Mentally Focused”**

*Presented by: Stephen Paul Terry, Great Productivity Company*

This session is designed to give simple techniques to improve our ability to get things done while remaining energized and focused. Integrating work life and managing stress.

# Friday Learning Session Topics

## **What to Expect If ICE Comes a Knocking; I-9 Compliance, Updates and Strategies**

*Presented by: Michael Goodwin, Homeland Security*

To increase the ability of a business to make an informed decision about the validity of documents presented to them during the I-9 process.

## **The Tax Testing Trek: Withholding Method of Choice for 2020**

*Presented by: Karen Ward, CPP, American Payroll Association*

Another group who will be joining us on Expedition Withholding 2020, are the software programmers. That's right and they are the ones we must support to ensure that we all make it to the summit!

IRS created a map to assist those taking the journey to the summit. The step-by-step instructions allow for the programming for the use of the NEW Form W-4, while still allowing for the use of the current Form W-4. This is a steep and risky trail for sure, but after attending this session you will have an advantage. We will discuss how to test as well as what to test and even include some regression testing tidbits.

So make sure to stop by the basecamp breakout session so that we can make our way to the summit of Expedition Withholding 2020!!

## **The Evolution of Payroll**

*Presented by: Hilary Morgan, PayTech*

This session will cover both a historical perspective on payroll practices as well as looking forward to what the payroll of the future may look like.

## **UI Basics**

*Presented by: Jeanne Bartlett, CO DOL*

What employer's need to know about accounts, rates, and benefits.



# Friday Learning Session Topics

## Payroll Pain Points: How to Make Excel Work for You

*Presented by: Nicol Elder, CPP, Mosaic HCM*

Are you tired of working harder instead of smarter? Do you find yourself hand keying information into excel because you're not sure how to use Excel to your advantage. Are these concepts foreign to you: Concatenate, V-Lookups, H-Lookups, Pivot Tables. Learn how to utilize excel along with your own payroll system reports in order to compile data quicker, make your life easier, and make your boss happier.

## Climbing To the Top Often Feels Like Hanging on By Your Fingertips

*Presented by: Susan Judah, CPP, City & County of Denver*

Tips to take the path you choose in your career progression and how to get where you want to go.



## Speaker Biographies



**Jeff Albert** from Netspend (a Platinum Sponsor of APA), joins us today from Irvine, California. Jeff is a published author and has been viewed as an industry expert on electronic payroll distribution for over 8 years. Jeff's passions include family, traveling and writing. In business, Jeff is a firm believer that companies can offer an electronic payroll experience that employees love and depend on - that is simple to use, reduces costs and complies with strict regulations in all 50 states.



**Janine Archuletta** is the Family Support Registry's (FSR) Employer Services Team Lead. She manages the FSR Employer Services Team. She is also the program's new hire and income withholding subject matter expert. She has worked for the State of Colorado for 9 years and started her career in child support in 1995 at the county level. Recently she was delighted to receive recognition from the American Payroll Association and it's 21,000 members for her "commitment to the payroll profession and for recognizing the APA as an important player in legislative and regulatory issues". She values the partnership between the employer community and the child support program. She strives to find collaborative ways to work with employers to make the program successful for Colorado's families. She is a devoted dog mom to her "chi-baby" Penelope. In her free time she enjoys spending time with her family and is a devoted fan of the Denver Broncos (although this season she is a closet Patriots fan due to her competitive nature in her fantasy football league- *sshh don't say anything*).



**Beth Baerman** is Director of Compliance and Communications for Attendance on Demand and is an expert in time and labor management. She has over 20 years' experience in software, product management, technical communication and training. She is a frequent speaker about labor compliance and workforce trends. Recently, she addressed national conferences for the American Payroll Association, Society for Human Resource Management, American College of Health Care Administrators, and others.

Beth is passionate about helping businesses manage and engage employees while handling the growing complexities of workforce compliance.





## Speaker Biographies



**Jeanne Bartlett** received her Bachelor of Arts degree from The College of Wooster and currently works for the Colorado Department of Labor and Employment. She serves as an Auditor within the Division of Unemployment Insurance, a position she has held since 2009. Her region encompasses the Colorado Springs area and southeast Colorado. Prior to her appointment as an Auditor, Jeanne worked as a Labor and Employment Specialist. She has been with the State of Colorado since 2002. Each day, Jeanne works closely with Colorado's employer community as well as other Auditors to ensure that businesses are following Colorado employment regulations and applying fair practices to their employees.



**Stephanie Beiermann, CPP** is a strategic leader with over 20 years of experience in the areas of Payroll, Time and Labor, Payroll Taxes, Human Resources, Accounting, Operations and business process. She has extensive technical knowledge across multiple HR/Payroll/HCM software platforms. She brings experience from multiple industries including retail, food and beverage, education, consulting and manufacturing.

Prior to consulting, Stephanie was the Senior Director of Implementation for a Human Capital Management service and technology firm. She led a team of Project Managers and assisted clients by recommending best practices throughout the client project. She worked with executive level stakeholders to create new and improved processes and to eliminate any unnecessary duplication of effort across departments. This resulted in cost savings for the client and a more productive team environment.

Stephanie is a proven manager with a deep interest in helping others succeed. She has mentored and developed many of her employees over the last 20 years and enjoys helping them become the best that they can be. She understands what it means to attract, develop and manage a global workforce. Stephanie also has an extensive background in Performance Management, Hiring, Terminations, New Employee Onboarding, Benefits Open Enrollment, Online Enrollment, Applicant Tracking, EDI and many other day to day HCM functions.



**Judy Bonato** is a graduate of the University of Denver with a degree in Accounting and maintains an active CPA license. She has over 30 years of professional accounting experience, the last 25 with the City and County of Denver. During her tenure with Denver, she has served in the capacity of a tax auditor, a tax audit supervisor, and is currently the Manager of Operations for Tax Compliance within the Treasury Division.

As a Denver born native, Judy enjoys spending time with her husband and two grown kids at their family mountain cabin and is a big baseball and football fan.

## Speaker Biographies



**Chris Carpenter** currently serves as the Director of Sales for Thomas & Company. In this role he consults with employers around all matters relating to unemployment and employment taxes. Additionally, Chris works with same employers to maximize all tax credit and incentive opportunities. Finally, he supports the clients with optimizing the verification of employment and income for all parties involved. He has been working with large Fortune 500 companies in support of these solutions for over ten years. Chris has a Bachelor of Arts from Southern Illinois University, a Bachelor of Science from Colorado State University, and a Master of Business Administration from Regis University.



**Tamara Dixon** is currently the Human Resources Director for the Town of Parker, in Parker, CO. She has worked in the private and public sectors for Parson Consulting, City and County of Denver, City of Lone Tree, City of Wheat Ridge and as an adjunct professor for the University of Colorado at Denver. Ms. Dixon has spent her 19 year career being a customer service practitioner, adept trainer, organizational development expert, and human resources specialist. Her areas of expertise include culture change initiatives, performance management, leadership training, strategic planning, and retreat facilitation. Tamara holds her Bachelor's degree in Political Science (BS) from Tuskegee University, Master's Degree in Public Administration (MPA) from Auburn University (WAR EAGLE!) and Senior Certified Professional designation from both the International Public Management Association for Human Resources (IPMA-SCP) and the Society for Human Resources Management (SHRM-SCP). She is past-President of the Western Region IPMA-HR, and will start her term on the IPMA-HR Executive Council in January, 2020. HR is her passion and raising 10 year old Sydney Olivia is her joy!



**Lisa Dorvinen** spent 6 years as the Director of Global Employment Tax at Baker Hughes, Inc. before returning to Deloitte's Global Employer Services practice. Lisa primary focus is assisting multinational corporations with the proper reporting, withholding and remittance requirements for each employee who crosses into another tax jurisdiction. Lisa not only advised companies on how to successfully design a global governance strategy, she executed a service center focused on the employment tax compliance for 45 international taxing jurisdictions while she was working at Baker Hughes. She has extensive experience working with companies to ensure compliance with local jurisdiction employment tax legislation while minimizing the employment tax spend. In addition, she has experience with opening and operating global employment tax companies, mobility policy development, inter-company recharging, technology solutions to manage a mobility program, and the employment tax aspects associated with international business travel.

## Speaker Biographies



**Nicol Elder, CPP** has a Bachelor's in Accounting and is currently working on her masters in Project Management. She has enjoyed her tenure in the payroll profession for the last 13 years. She has experience with both in-house processing, and supervisory positions handling multi-state payrolls in private education, retail, and the agricultural and mining arenas. Nicol currently works for Mosaic HCM as a Client Account Manager.

Nicol obtained her Certified Payroll Professional Certification in 2015. Previously, Nicol was an active member of the Northern Colorado Payroll Association (NCPA). While she was an active member with NCPA, she served on their education committee setting up speakers for monthly meetings as well as helping teach the CPP/ FPC study group. Nicol has also held the offices of Vice President and President for NCPA. In 2015, Nicol was honored as NCPA's Payroll Professional of the Year.

In 2017, Nicol became a more active member of the Denver Chapter Payroll Association helping with the Regional committee and served as their Special Affairs Coordinator in 2018. In 2019, Nicol also took on the roll as DCPA's Study Group Coordinator.



**Jennifer Fairweather** is currently the Director of Human Resources for Jefferson County, located in Golden Colorado. She is also an Affiliate Professor with Regis University where she facilitates undergraduate and graduate courses for the College of Business and Economics. Jennifer has over 20 years of experience in both public sector and private sector human resources in addition to operational management experience. Jennifer received a Bachelor of Science degree in Business

Administration from CU Denver and a Master of Arts in Human Resources

Development from Webster University. She also has her SHRM-SCP, IPMA-SCP and PHR professional certifications as well as a Certificate in Professional Training. Jennifer has facilitated sessions on leadership and development for local and national forums and has written articles for newsletters and newspapers on various management and human resources topics. Jennifer is a Colorado native and enjoys gardening, cooking, traveling and spending time with her family (pets included!)



**Jennifer Fitzpatrick** has over 15 years of experience in the areas of payroll, time & labor, benefits, talent acquisition, new hire onboarding, performance management, ACA, accounting and project management. She has experience in various industries including hospitality, manufacturing, professional services, technology and retail.

Jennifer is a dynamic leader who specializes in creative solutions that allow companies to optimize their people, processes and technology. Jennifer partners with companies to find solutions that work best for their specific company size and industry.

## Speaker Biographies



**Michael Goodwin** graduated as a Political Science major from Arizona State University in Tempe, AZ. He was sworn in as a federal officer in 1988 and has been involved with the enforcement of immigration laws since. Since 2008 he has provided fraudulent document instruction to businesses and law enforcement agencies. He is the HSI Denver coordinator for the ICE Mutual Agreement between Government and Employers (IMAGE) program. The IMAGE program provides training to employers on I-9 forms and ICE's best employment practices. Special Agent Goodwin has completed temporary duty assignments in Jakarta, Indonesia, Riyadh, Saudi Arabia and Amman, Jordan.



**Nicholas Haynes** operates his own practice, Employee Handbook Services. He focuses on general employment counseling and drafting and reviewing employee handbooks for employers in California and Colorado. Mr. Haynes provides advice and counsel to employers regarding compliance with state and federal employment law, including wage and hour, leaves of absence, workplace investigations, performance management, and issues that arise from the time of hire to separation from employment. He attended law school at Southern Illinois University Law School, earned his undergraduate degree at Murray State University, and obtained an associate's degree in Arabic from the Defense Language Institute.



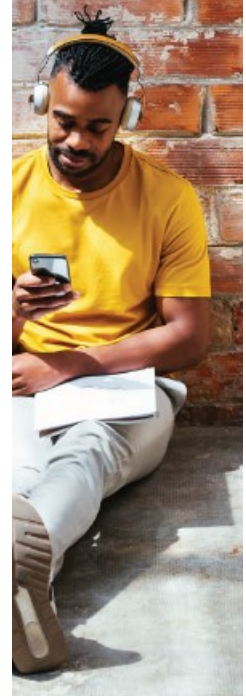
**Angela Hildebrand, CPA** is the owner of Autopaychecks Inc. Angela has an array of business and leadership experience gained by working in Banking, Governmental Account, Public Accounting, Venture Capital and has owned a successful HCM company since 2003. Angela has also served on various boards and volunteering for many community organizations. Angela has a Strategic Leadership Certification from the American Payroll, Leadership Training through Tony Robbins Leadership Academy, Sander Sales and Leadership Training. Klemmer and Associates Advanced Leadership Training.

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## Speaker Biographies



**Susan Judah, CPP** worked her first payroll job at the age of 18, since then she has a payroll job to a payroll career for the past 20 years. She currently works for the City and County of Denver, Colorado and has for the past 13 years.

Susan received her CPP in 2004 and her SPHR in 2007. Susan has been a member of her local chapter; Denver Chapter Payroll Association and the APA since 2002.

She ramped up her activities in 2006 when she first became the Education Coordinator for the Denver Chapter Payroll Association and joined the APA Hotline and CHAMPS. In 2007 and 2008 she was an APA Educational Grant Winner and has since joined the National Speaker's Bureau and SPTLF for Government Payrolls. Susan is once again serving her local chapter as the Government Liaison Officer and has spoken at the APA Congress on Payroll Reconciliation.

In her time with the City and County of Denver she has been appointed to the Denver Deferred Compensation Committee by Mayors John Hickenlooper and Michael Hancock, in 2009 and 2013. She has also taken Money Matters Economic Education to a higher level with the Denver County Jail's Lifeskills Program. Susan continues to work toward continued education for the payroll industry, the employees we service and the next generation of workers in our country.



**Ryan Lane** - Ryan's career spans over 15 years of Sales, and Sales Management. Ryan has spent the last 10 years in the Pre-Paid Space with a strong focus on Payroll Cards, educating employers and growing the marketplace. Outside of his day to day responsibilities at rapid! Paycard, Ryan has coached his nephew's basketball team for the last 5 years, enjoys the outdoors and everything living in Colorado has to offer.

Ryan currently holds the position of Rocky Mountain Territory Manager for - rapid!

PayCard.

Born and raised in Estes Park, CO Ryan currently lives in Denver, CO. Ryan is married to his wife of 4 years (Becky) and recently become Father to a beautiful baby girl, Grace Kim Lane.



## Speaker Biographies



**George Mavrantzas** joined the Global Cash Card team in September of 2009. He has over 18 years in the prepaid industry with the last 12 years specifically in paycards. Prior to Global Cash Card, George held several senior level positions at firms including Powertel, T-Mobile, ITC Financial Services, & Incomm. He has worked in all facets of prepaid and paycard operations including but not limited to: Business Development, Project Management, Customer Service, Implementation, Relationship & Account Management, and Social Media Expansion.

As Vice President of Special Projects, George is responsible for delivering executive presentations, supporting & managing strategic channel partnerships, and contributing to executive decisions. In addition, George is a prolific speaker at a variety of industry events including at American Payroll Association Local Chapters and Statewide Conferences. George is a recognized expert in the prepaid industry, and is invited to speak at over 50 conferences a year to educate payroll professionals on the benefits of electronic pay. He is a member of the American Payroll Association's National Speakers Bureau and in 2015 received the American Payroll Association's Citation of Merit.

George is a graduate of the University of North Florida and resides in Jacksonville with his wife and two children.



**Doug Melville** is the Chief Diversity Officer for TBWA, a top ten Global Ad Agency with 275 offices in 100 countries. He works with the collective of agencies on structuring diversity efforts across talent outreach, agency culture and creative partner relationships.

He's the co-creator and host of TBWA's Disruptor Series, Madison Ave's largest speaker platform where disruptive thinkers and icons sit down to talk business, culture & branding. Guests have ranged from Snoop Dogg to Maria Shriver and Mexican President Vicente Fox.

In 2019 he led the launch of OneSandbox.com, a resource to aggregate, facilitate and inform people about women and diverse-owned creative businesses. Over \$200,000,000 has been spent with the diverse creators on the site on behalf of TBWA's global brand clients.

Prior to joining TBWA, Melville was the founder of RedCarpets.com.

Previously he was on the Executive Team of Magic Johnson Enterprises, as VP of Business Development and Marketing for Earvin 'Magic' Johnson.

He sits on a variety of councils, and committees, and he's a graduate of Syracuse University.





## Speaker Biographies



**Hilary Morgan** - Joining PayTech in 2015, Hilary serves as Regional Sales Manager for the Northeast. She conducts needs analysis for payroll and HRIS functionality, assisting prospective clients to identify their needs and improve their processes. Prior to her role at PayTech, Hilary spent six years in the private wealth management industry and two years in the non-profit arena.



**Thomas L. Mudd** - Tom joined Equifax in August of 2011 and has held positions in finance, operations, sales, and consulting. In his current role as account executive, employment tax services, Tom assists companies in analyzing the tax consequences and reporting requirements associated with mergers, acquisitions, reorganizations, and similar business transactions. By leveraging his expertise in federal, state and local employment tax laws, Tom helps his clients identify and recover overpaid taxes, manage employment tax liabilities, and minimize compliance risks. Tom graduated with honors from the University of Missouri—St. Louis where he earned a Bachelor of Science in Accounting and speaks regularly at regional payroll conferences.



**Tim O'Shea** - Hi, I'm Tim O'Shea, The Agent of Change. I help teams, leaders, and organizations face change positively. As "The Agent Of Change," my specialty is in organizational and behavioral psychology from my background in corporate HR and management. I then went into keynote speaking full-time, delivering entertaining and engaging programs designed to bring levity and perspective to diverse audiences of professionals.



**Michele Rowland** is a corporate and finance partner at the national law firm, Ballard Spahr. Ballard Spahr has 650 lawyers across 15 offices, including Denver and Boulder. Michele is an experienced attorney specializing in complex middle market M&A transactions, including asset sales, stock sales, mergers, dispositions and spin offs, cross-border transactions, and platform add-on strategies. Michele also represents companies in connection with their debt and equity financing transactions. Michele is a member of her firm's Strategic Planning Committee and is the former co-chair of its Private Equity practice group. She is active in the Denver business community and serves on the Association for Corporate Growth board of directors in Denver.

## Speaker Biographies



**Linda Springer, CPP** has been doing payroll for more than 25 years. She earned her CPP in 2005. Over the years, Linda has obtained extensive knowledge of Multi-State, and Local Tax requirements, while working at companies such as Western Union, and First Data. Linda has been in her current position at Mosaic HCM, as Director of Tax Compliance for 6 years.

Linda is the previous Education Coordinator of the Denver Chapter Payroll Association, after being elected to the position by a special election in 2015 and has been a member of the board since 2010, holding positions such as Special Affairs Coordinator, Vice President, President, and Past President. In addition to her roles with the Denver Chapter, she continues to be on the APA's Hot Line fielding questions regarding tax compliance. In addition to her full-time employment with Mosaic HCM, and her role with the DCPA she has held an adjunct teaching position at Red Rocks Community College, where she taught their Payroll accounting and Sales Tax class. Linda was honored when she was voted, DCPA's 2017 Payroll Professional of the Year.



**Steven W. Suflas** is the former managing partner of the Denver and New Jersey offices of Ballard Spahr LLP, one of the 100 largest law firms in the country, where he concentrates his practice in the representation of management in all phases of labor and employment law. He also works out of the firm's New Jersey office. A member of the firm's Labor and Employment Group, he is a past Chair of the New Jersey State Bar Association's Labor and Employment Law Section.

Mr. Suflas was honored to be selected in the inaugural class as a Fellow in the American Bar Association's College of Labor and Employment Lawyers, has annually received the highest rating from Chambers and Partners in its directory of America's Leading Business Lawyers, and has been recognized in The Best Lawyers in America since 1987. He annually has been named as one of the "Top 100" employment attorneys in the nation by Human Resource Executive magazine.

Mr. Suflas is a frequent author and lecturer, serving on the faculty for programs sponsored by the National Employment Law Institute, the American Bar Association, the American Law Institute, the Colorado Bar Association, the Pennsylvania Bar Institute, and the New Jersey Institute for Continuing Legal Education, among many others.

Mr. Suflas served as a member of the New Jersey Supreme Court's Advisory Committee on Professional Ethics for a decade, as well as an appointee on the Court's Ad Hoc Committee on Continuing Legal Education. He also was a trustee of the New Jersey State Bar Association. Mr. Suflas also serves on the National Advisory Panel for the National Employment Law Institute.

Mr. Suflas received his Bachelors degree from Davidson College and his law degree, with honors, from the University of North Carolina School of Law, where he graduated Order of the Coif and was a member of the North Carolina Law Review.

## Speaker Biographies



**Julie Sutton** is an Information Security Manager for the City and County of Denver. She has over 25 years experience as a systems engineer working on US federal contracts, European and US satellite systems and local government, with 10+ of those years in cyber security.



**Steven Paul Terry** - Since 1999, Steven has spent over 20,000 hours facilitating one-on-one and group sessions in over 40 countries around the world. He has provided strategic and executive coaching and consulting at all levels from the C-Suite to individual contributors. His clients have been in all sectors included Microsoft, HP, Pepsi, Kimberly-Clark, Dell, Cisco, Visa, Deloitte, United Airlines, JP Morgan, SAP, Marriott, Fidelity, Accenture, and Boeing.

He knows that when people are stressed, overwhelmed, unproductive and disengaged, the result is a workforce that's constricted and out-of-balance; the impact is felt at all levels, including the bottom line. He has refined the ability to inspire and shift beliefs and behaviors to make his facilitating and coaching work. It focuses on easily applicable best practices to thrive; producing creative, energized and productive people. This creates better working and home environments and extraordinary results for individuals, teams, and organizations.

Steven was born in London, England and educated there and in Australia. When he was 19, he answered the call to adventure and began a great odyssey, to discover his purpose and direction for his life. Steven resides in Colorado and enjoys travel and digital photography. He is currently writing a novel called 'Star Revelations'.

*"Being productive is not just about completing the right things, it is about living from a place of greater awareness, cooperation, and management of our own energy so that we can live a simple, balanced, energized, and healthy life."*

- Steven Paul Terry



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## Speaker Biographies



**Karen Ward** is our newest member of the APA Education team. In her position as Director of Payroll Training for the American Payroll Association she has the opportunity to develop, present, and review most of APA training courses, along with developing and mentoring future speakers for APA's National Speakers Bureau. Karen began her payroll career as a time keeper/recorded over two decades ago in Houston, Texas and advanced in various positions up to Manager, with exposure to numerous industries including manufacturing, non-profit, oil & gas, construction, local government and transportation. Past employers include Shell Oil Company, City of Houston-Police Department, and most recently Southwest Airlines Co in Dallas, Texas.

Upon relocating to the Dallas area in 2009 she immediately became active with the Dallas Chapter even serving as the Chapter Treasurer. Because of her passion for payroll and her "pay-it-forward" attitude regarding payroll education, Karen received the Dallas Chapter APA Special Recognition award in 2012. Due to her extensive knowledge and experience in all aspects of payroll, her participation in the teacher mentoring sessions as well as FPC/CPP Certification classes, she received the Payroll Professional of the Year-Dallas Chapter 2015.

As member of the American Payroll Association's National Speakers Bureau for five years, Karen has been able share her passion at numerous statewide conferences, APA seminars and abroad in Canada. Being a member of the Education Team, she will continue to share that passion on a broader scale for years to come.



**Josh Weller** is a Public Affairs Specialist in the Office of Communications for the Social Security Administration (SSA). Josh joined SSA in 2009 as a Student Career Experience Program participant in the St

Louis, Missouri Field Office. Over the years, he has served as a Claims Representative and Generalist Claims Specialist focusing on the Retirement, Survivors, Disability, and Health Insurance programs. In 2016, Josh was promoted to a Public Affairs Specialist operating out of Denver, CO and is the primary contact for media relations, outreach and presentations for the agency throughout Colorado and Southern Wyoming.

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The Flying W Wranglers also have a new album, the CD is titled "Back On Track." The new album features eleven great Cowboy and Western Swing songs. Along with some fantastic yodeling, superb instrumentation, and unique western harmony, the Flying W Wranglers are demonstrating that the best is yet to come!

The New York Times says, "the Flying W Wranglers are a cross between, the Riders in the Sky, and Asleep at the Wheel."

When you ride down the trail with the Flying W Wranglers, you are guaranteed to have a Yee Haw good time! You will feel like you are out on the prairie, experiencing the life of the American West! The Wranglers repertoire is uncanny, you will hear songs from the Silver Screen Cowboy years, some good ol Country Classics, and great Gospel tunes that we all love! The Wranglers also have a way of presenting their special Cowboy wit and humor!

From the Wranglers, "So long, take care, and may the Horse be with you!"

## Charity Booth



Our mission is to encourage and fund healthy positive activities for the children of our fallen military, firefighters and law enforcement. Between grief counseling and scholarships others provide, Angels stands beside the children all year, every year until adulthood. With your help, we are fueling these kids dreams beyond the ultimate loss.

Stop by the charity booth during the vendor fair and **make a donation to get your map (game board) stamped**. Each map turned in with stamps from every vendor are eligible to be entered into a drawing for a free 2020 conference registration.

### ~Chapter Fundraising Competition ~

When you make a donation make sure to mention your chapter name. The chapter to donate the most money gets bragging rights. **The 2018 winner raising the most money for the American Cancer Society, was the Northern Colorado Payroll Chapter.**

## How to give

✿ Make a donation on-line before and/or during the conference, make sure to include your chapter name in the comments section. Website is:

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✿ Make a donation during the vendor fair. The Angels will accept cash or credit/debit cards





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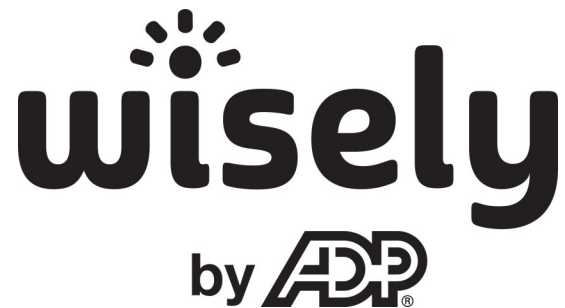
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[wiselypay.adp.com/](http://wiselypay.adp.com/)

#### **George Mavrantzas**

Vice President of Special Projects  
[gmavrantzas@globalcashcard.com](mailto:gmavrantzas@globalcashcard.com)  
Ph. 904-993-0469

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### **Titanium Partnership**



#### **rapid! Paycard**

5300 W Cypress, Ste 150  
Tampa, FL 33607  
[www.rapidpaycard.com](http://www.rapidpaycard.com)

#### **Ryan Lane**

Rocky Mountain Territory Manager  
Ph. 303.955.7688  
[rlane@rapidpaycard.com](mailto:rlane@rapidpaycard.com)

# **2019 RMRPC Exhibitors**

## **Platinum Partnership**



### **Equifax Workforce Solutions**

3470 Rider Trail South  
Earth City, MO 63045

[www.equifax.com/business/manage-my-workforce/](http://www.equifax.com/business/manage-my-workforce/)

### **Thomas Mudd**

Account Executive, Employment Tax  
Services

[thomas.mudd@equifax.com](mailto:thomas.mudd@equifax.com)

Ph. 314.684.2476



### **NetSpend**

[www.netspend.com/business/paycard/](http://www.netspend.com/business/paycard/)

### **Jeff Albert**

National Sales Manager

Ph. 949.300.5806

[jalbert@netspend.com](mailto:jalbert@netspend.com)

## **2019 RMRPC Exhibitors**

### **Gold Partnership**



#### **AutoPaychecks HCM**

441 Colorado Avenue  
Grand Junction, CO 81501  
[www.autopaychecks.com](http://www.autopaychecks.com)

#### **Angela Hildebrand**

President of Operations  
[angela@autopaychecks.com](mailto:angela@autopaychecks.com)  
Ph. 970-245-4244



#### **ADP**

[www.adp.com/](http://www.adp.com/)

#### **Lance Sloan**

District Manager  
Ph. 303.873.4242  
[lance.sloan@adp.com](mailto:lance.sloan@adp.com)

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### Gold Partnership



#### **Mosaic Employer Solutions**

5300 DTC Parkway #460  
Greenwood Village, CO 80111  
[www.mosaichcm.com/](http://www.mosaichcm.com/)

#### **Lance Sherwood**

[lance.sherwood@mosaices.com](mailto:lance.sherwood@mosaices.com)

Ph. 303.645.4241

---

### Silver Partnership



#### **Paylocity**

1400 American Lane  
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#### **Alex Lane**

[alane2@paylocity.com](mailto:alane2@paylocity.com)

Ph. 719.401.7638

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## **2019 RMRPC Exhibitors**

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## Participants List

Participant	Company	Title	Email Address	Met
<b>Colorado</b>				
Malena Archuleta	Clinica Campesina Family Health	Payroll Coordinator	Archuleta93@comcast.net	
Kathleen Baker	Laradon	Acct/Purchasing	kathleen.baker@laradon.org	
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Andrea Brekus, CPP	ROLINC Staffing	Payroll Manager	andrea@rolinc.com	
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Jennifer Brunner, CPP	The Integer Group	Payroll Manager	jenniferbrunner@integer.com	
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Janet Corns	The Broadmoor Hotel	Payroll Manager	jlcorns@broadmoor.com	
Kelicia Costello	Garfield County	Accounting Manager G/L	kcostello@garfield-county.com	
Trish Craig, CPP			patch362003@yahoo.com	

## Participants List

Participant	Company	Title	Email Address	Met
Cindy Cross, CPP	City of Aurora	Payroll Administrator	ccross@auroragov.org	
Kelly Cutsinger	Cobham	Payroll Practitioner	kelly.cutsinger@cobham.com	
Annette Darling	Colorado Springs Utilities	Payroll Tech	adarling@csu.org	
Jennifer Douglas	Foothills Gateway Inc	Payroll Administrator	jenniferd@foothillsgateway.org	
Terri A Duran	Self	Payroll Specialist	astar4rrt@msn.com	
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Katie Fuller	Easytrack Payroll LLC	Payroll Specialist	katie@easytrackpayroll.com	
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Christopher Grine	Arrow Electronics	Payroll Tax Analyst	christopher.grine@arrow.com	
Brenda Haarmann	Larimer County	Payroll Specialist	bhaarmann@larimer.org	
Lynn Harris, CPP	Ultra Petroleum	Payroll Manager	LynnBergeronHarris@gmail.com	
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Jayna Langford	Alterra Mtn Co.	payroll	jlangford@ALterramtnco.com	

## Participants List

Participant	Company	Title	Email Address	Met
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Karen Martinez	Grand Peaks Property Management	Payroll Accountant	karenm@grandpeaks.com	
Natasha Matlock	ROLINC Staffing	Payroll & Benefits Coordinator	natasha@rolinc.com	
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Russ Meyer	Reed Group Management LLC	Payroll Manager	rmeyer59@hotmail.com	
Rita Michael	Biblica, Inc.	Compensation & Benefits Mgr	rita.michael@biblica.com	
Ruth Mojardin	Clinica Campesina Family Health Services	Accounting assistant	rmojardin@clinica.org	
Mary Morrison		HR and Payroll Manager	marym_25@yahoo.com	
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Sheri Padilla	Encore Electric Inc		sheri.padilla@encoreelectric.com	
Laura Peterson	Easytrack Payroll LLC	Payroll Specialist	katie@easytrackpayroll.com	
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Ute Pharr	YMCA of the Pikes Peak Region	Payroll Manaer	upharr@ppymca.org	
Rhonda Pines	PCL Construction Enterprises, Inc.	Corporate Payroll Manager	rmpines@pcl.com	
Rhonda Pines	PCL Construction Enterprises, Inc.	Payroll Coordinator	rmpines@pcl.com	
Rosie Pratt, CPP	Jefferson County Public Schools	Payroll Manager	roepratt@jeffco.k12.co.us	

## Participants List

Participant	Company	Title	Email Address	Met
Kathy Jo Price	City of Boulder	Payroll and Payments Manager	PriceK@bouldercolorado.gov	
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Pam Quimby	Tuff Shed, Inc	Payroll Manager	quimby.pamela@gmail.com	
Cindy Raiolo	City of Wheat Ridge	Payroll Supervisor	craiolo@ci.wheatridge.co.us	
Stephanie Rich	Redwood Trust, Inc	HR Payroll Analyst	Stephanie.rich@redwoodtrust.com	
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