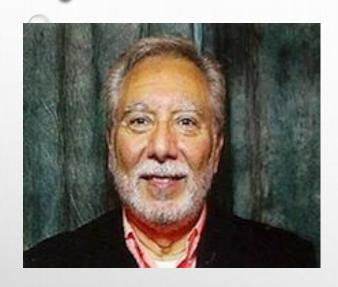


KEYS TO PAYROLL PROFESSIONAL SUCCESS

IN THE WORKPLACE & WITHIN THE AMERICAN PAYROLL ASSOCIATION

ABOUT MICHAEL PAPPAS, CPP



- ➤ Certified Payroll Professional since 1995
- Owner/Managing Director-MP Consulting Services (retired)
- > 35 years in Securities Industry-Finance Division
- > 25 years in Payroll Management & Operations
- ➤ SCORE Mentor since September 2010
- ➤ Host 2 radio shows on local NJ radio station WBNJ (91.9FM)
 - Score Business Points
 - > The Unforgettable Radio Theater



ABOUT JUNE KIRBY, CPP

- Certified Payroll Professional Since 1995
- ➤ 28 Years In Retail Industry As A Benefits

 Manager, Payroll Manager And Ass't Director

 Of Payroll
- Retired In 2010

WHY BECOME A CPP?

<u>Mike</u>

- ➤ Payroll Becoming More Complex
- ► Place To Go For Explanation Of Changes In Payroll Law
- ➤ Need To Show Knowledge That I Had Acquired

- ➤ Payroll Had Become More Challenging
- ►It Was No Longer Just Producing A Paycheck
- >Updates To Tax Laws And Benefits Demanded More Knowledge
- >CPP Gave Me The Resources

HOW CPP DESIGNATION HELPED

<u>Mike</u>

- ➤ Corrected Incorrect Calculation Of GTL
- ➤ Pointing Out 401(k) Administration Violation Led To Greater Responsibility
- ► Because Was A CPP Given Responsibility Of Setting Up Canadian Payroll Operation
- ➤ Became Go To Guy When Payroll Changes Were Contemplated

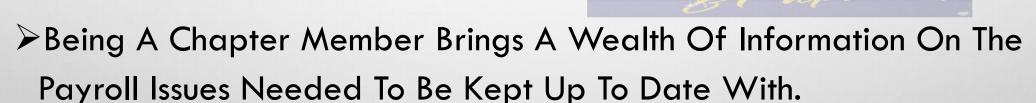
- Management Included Me In Decisions Involving Changes Being Made That Affected Payroll
- Input As To Software Selected, Testing And Timelines Necessary For The System Implementation Was Solicited

MEMORABLE LEARNING EXPERIENCES

<u>Mike</u>

- > Without change, there is no growth but not all change foments growth
- >Y2K Was Not The Big Business Disrupter That It Was Expected To Be

<u>June</u>



Networking With Fellow Payroll Professionals Is A Great Resource That Will Benefit You Throughout Your Career.

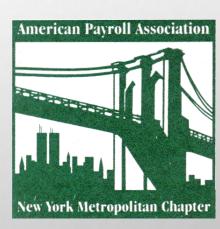
APA & METRO APA INVOVLMENT

<u>Mike</u>

- > Joined APA After Finding Brochure Left By Previous Payroll Manager
- > Joined Metro Chapter To Take Advantage Of CPP Study Group

- ➤ Attended Congress In 1987
- ► Joined National APA In 1988
- ➤ Joined The New York Metropolitan Chapter In 1992





BENEFITS GAINED

- Gained A Network Of Other Payroll Professional Across The Country
- Access Of Hotline Allowed Answers To Questions On Unfamiliar Topics
- Annual Congress Educational Workshops
- Local Chapter Gave Access To Payroll Professionals Within The Area
- Chapter Meetings Supplied Educational Updates & Credits Toward Recertification



HOW DID MIKE & JUNE MEET?



We Met at a New York Metropolitan Chapter Holiday Dinner in 1991

PATH TO CHAPTER LEADERSHIP?



Mike

- After Joining Chapter, the Chapter President asked me to run for the office of Vice President
- After that I progressed into the President's Position

- Was asked by then Chapter President to run for Treasurer
- Held Many Offices Through 2010 Including Chapter Vice President
 And Chapter President

RESULTS OF BECOMING A CPP,

BELONGING TO THE AMERICAN PAYROLL ASSOCIATION, AND

THE NEW YORK METROPOLITAN CHAPTER OF THE APA



JUNE KIRBY, CPP

AMERICAN PAYROLL ASSOCIATION

➤ Active Member 1987 – 2015

STATE AND LOCAL CHAPTERS

- **≻New York Metropolitan Chapter**
 - ➤ Active Member Since 1992
 - ➤ Treasurer 1994-2005
 - >FPC/CPP Study Group Facilitator
 - ➤ Vice President 2006-2009
 - > President 2010-2013
- **≻North Jersey Chapter**
 - ➤ Active Member Since 2003



MICHAEL PAPPAS, CPP

AMERICAN PAYROLL ASSOCIATION

- ➤ Nominations & Elections Committee (1997-2002)
- ➤ Hotline Committee (1997-2013)
- Payroll Professional Learning Series (PPLS) Instructor at Raritan Valley, Hudson County & Baruch Colleges (1998-2003)
- ➤ Meritorious Service Award 2000
- > President's Board Of Advisors (2002-2004)
- ➤ Annual Congress Workshop Presenter (2004-2011)
- Certification Advisory Board (2006-2012)
- ➤ National Speakers Bureau (2007-2012)
- > Paytech Board Of Contributing Writers (2009-present)
- Certification Board (2010-2012)

STATE AND LOCAL CHAPTERS

- > INSTITUE FOR PROFESSIONAL DEVELOPMENT
 - ➤ Payroll Instructor (2013-2016)
- > NEW YORK METROPOLITAN CHAPTER
 - > FPC/CPP Study Group Facilitator
 - ➤ Vice President (1996-1997)
 - ➤ President 1998-2001)
 - ➤ Government Liaison Officer (2002-2004)
- >JERSEY SHORE CHAPTER OF AMERICAN PAYROLL ASSOCIATION
 - ➤ President (May 2004 2008)
 - >FPC/CPP Study Group Facilitator
- > NEW JERSEY ANNUAL STATEWIDE PAYROLL CONFERENCE

Committee Member (2003-present; Chairperson 2009- 2011)

TO SUCCEED IN THE WORKPLACE

<u>Mike</u>

- ➤ Be A Successful Person First
- The Harder You Work, The Luckier You Get
- Seek Knowledge, Not Results

- Listen To Your Fellow Workers Their Opinions Matter Their Ideas Are Valuable.
- Patience Not Everyone Work The Same Way Your Way Is Not The Only Way.

TO SUCCEED WITHIN THE METRO CHAPTER OF APA

Mike

- Start Now And Volunteer
- **≻**Start Small
- Don't Be Afraid To Fail

- ➤ Get Involved Take On A Role Or Be Part Of A Committee.
- Express Yourself Have Faith In Your Abilities.....Try Something That Is Out Of Your Comfort Zone.
- Facilitate A Study Group.

