

Recharge HR 2018

ASUG
Americas' SAP Users' Group

HR Community

GDPR, Compliance, Payroll, Time and Benefits

FEB 27-ATLANTA ■ MAR 1-NEW YORK ■ MAR 6-SEATTLE ■ MAR 8-HOUSTON ■ MAR 15-CHICAGO

8:00 am	Registration and Breakfast
8:30 am	Welcome and Introductions
8:40 am	Keynote Alex Chudnovsky: Journey to the Future with SAP HR and Payroll
9:15 am	Perspectives: What Does GDPR Mean for HR? – Panel with experts from ADP governance, SAP product management, EPI-USE [SHRM Leadership and Navigation, 1 credit]
10:00 am	Networking Break
10:15 am	Making Your HR Environment Secure with EPI-USE Security Experts
11:00 am	Networking Break
11:15 am	Managing Employee Benefits for the ACA in a Hybrid Environment with ADP experts
Noon	Lunch Break
12:30 pm	Reporting and SAP Analytics Cloud – An Update on How to Get Your Data with SAP Mentor Danielle Larocca
1:00 pm	Roundtable Discussion – Payroll Options and Your Personal Road Map
1:30 pm	Networking Break
1:45 pm	Pay Cards and Generational Trends with ADP [SHRM: Business Acumen, 1 credit]
2:30 pm	Discussion and Networking Break
2:45 pm	What Is the Payroll Control Center – EPI-USE
3:15 pm	Payroll Control Center – Customer Experience in Minimizing Disruption and Improving Compliance
4:00 pm	Closing Keynote



Participation in this full-day workshop earns the participant two Professional Development Credits towards recertification for the SHRM-CP or SHRM-SCP certification. Find SHRM approved activities on portal.shrm.org by searching for Provider "Americas' SAP Users' Group."

Americas' SAP Users' Group appreciates our partners in sponsorship and content who made this event possible.



Recharge HR is an educational program intended to expand participants' connections, to deliver first person accounts on SAP solutions and to advance HR professional acumen. Presenters must meet ASUG's strict standards for quality of content. Content is not intended to sell products or services.

The background of the top section features a cityscape with several hot air balloons in various colors (red, yellow, green, blue) floating in the sky. The text 'Recharge HR 2018' is written in a large, bold, yellow font at the top. Below it, the 'ASUG' logo is displayed in a large, white, sans-serif font. Underneath the logo, the text 'Americas' SAP Users' Group' is written in a smaller, white, sans-serif font. At the bottom of the logo area, 'HR Community' is written in a white, sans-serif font.

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GDPR, Compliance, Payroll, Time and Benefits - Abstracts and Speakers

Keynote Alex Chudnovsky: Journey to the Future with SAP HR and Payroll

Product management experts from SAP paint the future Human Resources with SAP. Learn about the latest announcements from SAP and how these affect your on-premise or cloud SAP solutions for HR. Get an up-to-date explanation of the SAP roadmap for core HR and payroll. Use this information as the foundation for the rest of the day as we deep dive into payroll and compliance issues that impact you and your employees. We'll apply what we learn to a roundtable discussion later in the day.

Speaker: Alex Chudnovsky, SAP Strategy

GDPR Perspectives: What Does GDPR Mean for HR?

The Global Data Protection Regulation (GDPR) will be in effect May 2018 in Europe. Regardless of where you are, this act impacts you and your HR processes. Do you know about the right to be forgotten? That's just one of the characteristics of GDPR that will impact how you manage HR data. GDPR enhances data protection for all, and there are heavy fines for non-compliance. Our panel of experts will discuss GDPR from various perspectives and answer your question on how to ensure your organization is compliant.

Speakers: SAP Product Management; Juliet Henry, VP Security, Data Privacy and Protection at EPIUSE; Jan van Rensburg Sr VP at EPIUSE; TBD from ADP

Making Your Environment Secure

Learn how to bulletproof your HR environment to prevent vulnerabilities in complying with GDPR and other data privacy regulations. Juliet Henry has spent years helping major corporations secure their environments and is today an expert consultant on GDPR. A compelling speaker, Juliet will share her knowledge and experiences and answer customer questions about their own environments.

Speaker: Juliet Henry

Managing Employee Benefits in a Hybrid Environment

What do HCM leaders need to know regarding data governance, fiduciary responsibilities, and compliance as they relate to benefits and ACA across hybrid/best-in-class technologies? Since ACA's inception, it has required highly complex data sets of HR/PR/Benefits/LOA and Time to be mashed together to document the employment status of an individual, eligibility for health coverage, the offer of coverage, MEC attestation, and affordability for an individual and their dependents. The ACA is really the amalgamation of everything the business is doing. The datasets come from core HCM rules engines that were designed for one purpose, and now that data is being extrapolated for the use of annual health care reporting to the US Treasury. The result is transparency into how business processes align or have gaps in employee recordkeeping.



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Speakers: ADP Compliance Solutions Business Consultants Samantha Shepherd and Christa Wessels, ADP

Reporting and SAP Analytics Cloud – An Update on How to Get Your Data with SAP Mentor Danielle Larocca

Learn about options available to get data out of SAP HCM and SAP SuccessFactors. Get insight on SAP's latest announcement on SAP Analytics Cloud and what that means to you. Find the best resources for creating compliance reports in your hybrid landscape.

Speakers: SAP Mentor, author and recognized payroll expert, Danielle Larocca

Pay Cards and Generational Trends with ADP

Almost half of Gen Z (47 percent) and nearly a third of Millennials (31 percent) would turn down a job if they were unable to choose their method of pay. The fastest growing generations in the workforce have declared their preference for payment options, sending a strong message to employers and hiring managers. In this session, we will discuss how payment preferences are shifting and why employers should consider offering pay alternatives as a workforce recruitment and retention strategy.

What You Will Learn

1. The payment preferences and impact of paper checks on younger workers.
2. How carrying cash is less important to younger generations and how this preference impacts wage payments.
3. What younger workers think about pay cards and how these cards fit into their lives.
4. How pay cards provide a safe alternative to a cashless generation

Speakers: George Mavrantzas, expert in the prepaid industry and Vice President, Global Cash Card, ADP

How SAP's Payroll Control Center Simplifies Processes and Tightens Controls – Product Expert + Customer POV

Few things are more critical than having your employees paid on-time and correctly. It matters to your employees and to your compliance objectives. SAP Payroll Control Center (PCC) enables customers to ensure payroll correction with a single tool. This cuts down on manual effort and process time while it improves results. Learn directly from the EPIUSE team who collaborated with SAP on the development of the PCC. How does it work, and what does it take to implement it? We'll get you started!

Speakers: Payroll Control Center Expert Daniel Richards, EPI-USE + Customer TBD by site
