

Program Presenters

David Pacia has been in the Payroll/HR/Time Management business since 1988. Over the last 32 years, Pacia has worked for all types of companies both large and small. This includes: ADP, Kronos, Simplex, ADI and his current employer Symphony Employer Solutions. Pacia has a strong concentration in the biggest expense-labor. He has also helped facilities stay in compliance with labor law changes regarding wages, employee benefits, and compliance reporting (PBJ and ACA). He has seen many changes in the constantly evolving LTC industry especially in the area of employee role definition.

John Ross is the founder and Chief Executive Officer of Symphony Employer Services, Inc, in Natick, MA. Symphony offers time, scheduling, payroll and HR technology, supported by an attentive service that is easy to engage, speedy in response, and consistently delivered by friendly and knowledgeable representatives. John has been successfully building service companies for over 35 years and has come to understand that employee success drives business. He is a strong believer in the power of creating a work environment that values and supports work-life balance. He is a champion of the observation that happy, engaged employees create happy customers.

246 Walnut Street
Suite 203
Newton, MA 02460



The Resource for Senior Care
Business Professionals....Now!

2020 Educational Series



Payroll Based Journal/Scheduling: Best Practices

DATE: Wednesday, February 26, 2020
Registration: 8:30 a.m.
Program: 9 a.m.-12 noon

**LOCATION: Clifton Larsen Allen
Offices**
131 Hartwell Ave. #300
Lexington, MA 02421

LTCFA 2020 Educational Series

Payroll Based Journal/Scheduling:Best Practices

Registration 8:30 a.m.
Program 9 a.m.-12 noon

PROGRAM PRICING

\$125 LTCFA Members

\$150 Non-members
Light refreshments will be served.

LOCATION:

CliftonLarsonAllen Offices
131 Hartwell Avenue, Suite #300
Lexington, MA 02421

REGISTRATION INFORMATION



ON-LINE

Register on-line at LTCFA.org. Credit Card payment is available on-line only.



MAIL OR FAX

Attendee #1 _____

Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____

E-mail: _____

Attendee #2 _____

Attendee #3 _____

METHOD AND PAYMENT TOTAL

Check TOTAL: \$ _____

LEARNING OBJECTIVES:

Attendees will take away:

- How the disconnect between staff scheduling and PBJ reporting may be costing your facility thousands of dollars each week.
- How to merge these two distinct functions so that they produce optimum results.
- How to collect and proof necessary data.
- How to determine the best scheduling practices, procedures, methods and tools that produce cost efficient results while maintaining a desired level of quality.

Case studies will be utilized to illustrate common mistakes and most successful strategy implementations.



WHO SHOULD ATTEND?

Administrators, CEOs and CFOs, Owners and Investors, Staff Schedulers.

2 CEUs offered for Administrators

Make checks payable to **LTCFA** and mail or fax to:

Phone: (617) 467-5210

FAX: (617) 244-2995

LTCFA
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