Bio's for 3 Presenters for September 25, 2026 meeting

1. **Jon Schausten, CPP - Director of Payroll at 1001 Group**

   Topic: TBA

   Bio:

   Lead a team in Payroll, Time and Attendance, and Payroll Tax
   Direct payroll operations for 1,600 associates in 48 states on two FEINs in Workday HCM.
   Manage systems and processes to ensure they operate properly, as well as set-up and updated to reflect ever changing tax, garnishment, payroll related compliance.
   Ensure and facilitate the review and assessment of Payroll practices and procedures for operational effectiveness and quality to continuously improve Payroll.
   Partner actively with Operations, Human Resources, Information Technology, Compensation and Benefits to review cross-departmental impacts and implement best practices.
   Administer compliance with internal policies and controls as well as compliance with various federal, state, and local regulations.
   Manage vendor relationship with OneSource Virtual for direct deposit, taxes, and garnishments.
   Reconcile quarterly tax reports between the payroll system and third-party vendor
   Partner with Finance team to update GL interface from Oracle to Workday Financials.
   Documented and defined payroll policies and procedures for all aspects of the payroll process.
   Manage vendor relationship with Equifax for employment verifications.
   Served as Payroll Lead for cross functional team to migrate acquisition onto Workday payroll and benefits.
   Translate company policies, tax and legislative requirements to ensure delivery of accurate and timely employee payments, reporting, compliance with applicable regulations, and internal controls.
   Oversee the changes affecting net wages such as exemptions, benefits, and loan payments for each employee to update master payroll records.
   Maintain and adhere to payroll internal controls and assist with year-end internal/external audits of the payroll function
   Design and manage pay processing audit reports within Workday.
   Establish best practices and develop workflows to improve customer services and business process.

2. **Daniel Thompson, Jr. MBA, CPP, SPHR, PMQ – Associate Vice President of Payroll Services at Bath & Body Works**

   Topic - Building your Career with Passion and Purpose

   Bio:

   Daniel Thompson Jr. is a transformational HR and payroll executive with more than 20 years of experience leading global people operations, payroll strategy, workforce transformation, and organizational effectiveness across complex multinational organizations. He currently serves as Associate Vice President of Payroll Services at **Bath & Body Works**, where he provides leadership

for large-scale payroll and people operations initiatives supporting a global workforce and driving enterprise transformation.

Throughout his career, Daniel has led global teams across the Americas, EMEA, and APAC, overseeing payroll operations for organizations with workforces exceeding 150k employees and annual payrolls totaling more than $2 billion. His expertise spans global expansion, HR technology modernization, organizational change, governance, compliance, and leadership development.

A recognized thought leader in the payroll and HR profession, Daniel serves on multiple PAYO leadership bodies, including the Board of Advisors for Region 3, the Global Payroll Strategic Leadership Committee, the National Speakers Bureau, and the Board of Contributing Writers. He is also a member of the Chime Payroll Advisory Board and has authored numerous articles on payroll modernization, global workforce strategy, and the future of work.

Daniel is a frequent speaker at Payroll Congress and industry events, where he shares insights on topics including workforce innovation, emerging payroll technologies, global expansion, compliance, and leadership. He holds bachelor's in psychology as well as an MBA. He has earned both the Senior Professional in Human Resources (SPHR) and Certified Payroll Professional (CPP) designations, and is currently pursuing a Doctorate in Management, Leadership, and Organizational Strategy.

3. Michelle Ganzer, CPP – Senior Payroll Manager at REI Co-op

Topic: Hot Payroll Topics

Bio - Michelle has 40+ years of leadership experience specializing in payroll, process improvements, best practice, tax, compliance, internal controls, and mergers/acquisitions. She expanded her footprint as a Global strategic leader with experience in global payroll system selection/conversions, global mobility, and global expense reimbursement development. Michelle is passionate about payroll, education, community involvement, and mentoring others.

Michelle earned her Certified Payroll Professional designation in 1992. Currently, Michelle serves as a PayrollOrg/APA Ambassador, a member of the National Speakers' Bureau, Hotline Referral Service, CHAMPS and Strategic Payroll Leadership Task Force. Previously, Michelle served as PayrollOrg/APA as Vice President (4 years), Board of Advisor (4 years), Chair of Grant committee and member of the Shared Service, Direct Deposit, and Manufacturing committee.

Michelle started the Greater Milwaukee PayrollOrg Chapter in 1994 and served on their Board for 33 years as VP, President and Chair of many committees. Michelle is currently on the Board of the Chicago Chapter as the Education Director. Michelle is proud to be a member of the Bay to Gulf FL Chapter, HIPAYO (Hawaii) Chapter, Orange County - CA Chapter, NorthStar - MN Chapter of PayrollOrg, Rainier Chapter of Washington, Northern Colorado PAYO Chapter, and Chicago Chapter.

Michelle was honored to receive the recognition of 2012 Payroll Women of the Year. She received three Best Practice Prism awards (2003, 2011 and 2015). Michelle is a speaker at PayrollOrg Congress, PAYO Statewide/Chapter meetings, PAYO Chapter Leadership Summit, PAYO Payroll Leaders Conference, PayrollOrg Yearend, 101 PAYO class, Global Management, and other interactive virtual classes.

One of Michelle’s favorite holidays is National Payroll Week, and she teaches Money Matter and promotes NPW all year round! Michelle lives in Milwaukee, WI, but loves traveling to Northern Wisconsin enjoying lake life, playing games, and watching sunsets with family and friends. Have a grand day!