

## From The Chair – Jean Gilreath

Has 2002 gone as fast for you as for me? Here we are welcoming in the New Year with a new Board for CACC and added activities for our members.

I am very pleased that we are welcoming Kelty Keller, Genie Harrington, Robin Bernstein, Laura Lookadoo, Al Black, Donna Crawford, and Alan Lowery back on the board, many with new positions. Kevin Gill and Chuck Parker have again offered to committee chair and we welcome Arnie Silverman as Director, Public Relations. Many thanks go to Kenny Colbert and Kim Pate who have stepped down from the board this year. Both, Kenny and Kim have served CACC and the board for several years in a variety of capacities.

Several Board initiatives are being introduced with this newsletter:

CACC will sponsor a total of nine (9) WorldatWork certification courses in 2003. The three (3) additional, locally sponsored, certification courses will allow our members added opportunities for professional education and networking while working to complete professional certification. Don't forget to plan for your own professional growth. CACC is here to provide you with local certification courses and topical meetings for your professional development. CACC will sponsor an adult Scholarship Program beginning in 2003. This gives CACC members another funding opportunity for continuing professional education.

Your CACC Board of Directors are here to serve the membership. Contact any Board member with any questions, comments, or suggestions on how we can serve you better. Thank you for allowing me to serve CACC again this year as Chairperson. I personally look forward to seeing you at the Annual Membership Meeting on February 12th - and seeing you at the certification courses in 2003.

Jean S. Gilreath

## Our Next Membership Meeting:

### February 12<sup>th</sup> - Annual Membership Meeting

The speaker for the February 12<sup>th</sup> Annual meeting is Danny Fontana. He is a noted financial analyst with IJL Wachovia, and a former morning host on WBT radio. He will talk about the stock market in general, balancing your portfolio, and preparing for the future. The title of the topic is "Managing Your Investment Accounts." *Meetings begin at 7:45 A.M. with a continental breakfast and networking period. The business meeting starts at 8:15 A.M. and typically ends around 10:30 A.M.*

## New Members

- ❖ Jay Biggs, NC State University
- ❖ Richard Ellenburg, Beacon Industrial Manf.
- ❖ Wanda Epstein, ENOVIA Corp
- ❖ Kathy Lambert, NC State University
- ❖ Chris Lopez, Wachovia
- ❖ Michelle Olson, Baker & Taylor
- ❖ Gina Smalley, ENOVIA Corp
- ❖ Bob Stowe, Coffing Hoists

## Member News

- Sandra Hammock was promoted to Senior Vice President, Carolina First Bank.
- Laura Hanf is now with Findley Davies as a Senior Consultant.

Please contact Arnie Silverman, the new "Compensation Matters" editor for 2003, at (704) 557-4460 with member news that you would like to share.

## 2002 CACC Perfect Attendance Awards

Two CACC members (non-Board members) have each won a WorldatWork seminar certificate for attending all four meetings in 2002. They can use this certificate to attend a CACC sponsored certification class and exam in 2003 – an \$800 value! The winners are Arnie Silverman with Coca-Cola Bottling Co. Consolidated and Jessica Bucklew with Carolinas HealthCare System. This program will be continued for 2003 for up to three winners. Simply attend all four meetings in 2003 and sign the attendance sheet located at the sign-in table where you pick up your name tag before the meeting.

## February 2002-February 2003 Board Officers

### CHAIRPERSON

JEAN GILREATH 704/944-8805

### SECRETARY

KELTY KELLER 704/383-6457

### TREASURER

GENIE HARRINGTON 704/799-0988

### MEMBERSHIP MEETING CHAIR

KENNY COLBERT 704/522-8011

### EDUCATION CHAIR

ROBIN BERNSTEIN 704/329-7740

### PUBLIC RELATIONS CO-CHAIRS

LAURA LOOKADOO 704/373-7573

KIM PATE 704/382-0313

### MEMBERSHIP CHAIR

DONNA CRAWFORD 704/525-3434

### BOARD MEMBER AT-LARGE

AL BLACK 704/331-7121

### EX-OFFICIO

ALAN LOWERY 704/364-3483

### SPECIAL PROJECTS CHAIR

CHUCK PARKER 704/426-2398

### HISTORIAN

KEVIN GILL 704/442-9247

## **Upcoming Events/Education**

### **WorldatWork Certification Courses:**

#### **April 28-30**

B-2 Retirement Plans – Design & Management

C-1 Regulatory Environments for Comp. Programs

C-5 Elements of Sales Compensation

#### **July 14 - 16**

B-5 Managing Flexible and Work/Life Benefits

C-4 Base Pay Management

T-2 Accounting & Finance for the HR Professional

#### **September 24-26**

B-4 Strategic Benefits Planning

C-6 Elements of Executive Compensation

T-1 Total Rewards Management

*To sign up, contact WorldatWork Customer Relations at (877)951-9191 or [customerrelations@worldatwork.org](mailto:customerrelations@worldatwork.org)*



## ***On The Lighter Side***

### **Ways to Keep a Healthy Level Of Insanity in the Workplace**

- ✓ Reply to everything someone says with “that’s what YOU think?”
- ✓ While making presentations, occasionally bob your head like a Parakeet.
- ✓ Sit in the parking lot at lunchtime pointing a hair dryer at passing cars to see if they slow down.
- ✓ Ask your co-workers mysterious questions and then scribble their answers in a notebook. Mutter something about “psychological profiles”.
- ✓ Put decaf in the coffeemaker for 3 weeks. Once everyone has gotten over their caffeine addictions, switch to espresso.

### **New Member Profile – Michelle Olson**

Michelle Olson is the new Director, Compensation and Benefits with Baker and Taylor, Inc. This is her first year with the company, which is located on Water Ridge Parkway near the Charlotte Coliseum. Michelle has over seven years of experience in human resources in the insurance, healthcare, banking and retail industries. Michelle has a bachelor’s degree in Psychology from Purdue University and a MBA from the University of Indianapolis, where she concentrated in Strategic Management. Michelle and her husband, Brad Olson, will celebrate their second wedding anniversary coming up in June. Brad works at the VA Hospital in Columbia. They have two Sheltie dogs, Porkchop and Ike. Michelle and Brad love to travel and do outside activities. On occasion, Michelle even enjoys smoking a good cigar! Michelle also likes to give back to the Charlotte community by volunteering for two agencies that are special to her – Charlotte Senior Center and Charlotte Emergency Housing.

## **Quotes**

*“A manager is not a person who can do the work better than his men; he is a person who can get his men to do the work better than he can”*

*Fred Smith, founder of Federal Express  
From HR Forum, 2002*

Supplied by Candy Ohiser  
Compensation Specialist,  
Duke Energy Corporation



## The Backlash Against Work/Life Blending

(Excerpted from "TrendWatcher" Issue 146, January 17, 2003)

By now it's no secret that the line between life and work is becoming hopelessly blurred. Even as more people cram office machinery into their homes, more workplaces are furnished with kitchens, recreation areas and sleeping quarters. Meanwhile, cell phones and other mobile technologies are bringing work to folks wherever they may be, a trend that's bound to grow in the near future. Sixty percent of U.S. employees will use some sort of wireless device on the job by 2004, and the number could be even higher in Japan and parts of Scandinavia, according to wireless communications consultant Ron Schneiderman.

This blurring goes beyond mere technology. These days, work is often the foundation on which many people base everything from their sense of personal accomplishment to their closest friendships. As we spend more time and energy at work, our jobs may define our identities. Paid work is increasingly where we get our emotional needs met and is surpassing neighborhood, community and even family life as the source of feeling alive and connected to others," says California psychotherapist and author Ilene Philipson.

No one has argued this more strenuously than German business owner Judith Mair in her book Fun Is Out, a bestseller in Germany. She asserts that in Germany there's been too much blending of work and leisure, resulting in too much sloppiness, intimacy and lost productivity on the job. Employees' work hours stretch into the evening. Mair's solution is to be more efficient. This, in theory, will allow people to recover their personal lives because they will no longer have to work long hours. In fact, she advocates that employees work only Monday through Friday and only from 9 a.m. to 5:30 p.m., with a half-hour for lunch. To improve efficiency, she thinks that conversations on subjects that aren't related to business should be restricted to no more than five minutes and that employees should be discouraged from meeting for socializing after hours. Mair argues that the blending of work and office lives makes it harder for employees to take criticism and intensifies productivity-killing office politics. In short, she is spearheading a backlash against fashionable management and team-building trends that have emerged in recent decades. Some observers think Mair's conservative, back-to-basics philosophy is going to spread. Her bestseller is already in its third printing in Germany. Whether this "fun is out" philosophy spreads beyond Germany will depend on an array of factors, from national productivity numbers to culture. Implementing her theory may allow social and psychological boundaries between today's work and homes environments to be more clearly defined.

*("TrendWatcher" is distributed by the Human Resources Institute, an academic-based research institute that is affiliated with The University of Tampa, [www.hrinsitute.info](http://www.hrinsitute.info).)*



## Company Spotlight on Coca-Cola Bottling Co. Consolidated

Coca-Cola Bottling Co. Consolidated (CCBCC) is engaged in the production, marketing and distribution of carbonated and noncarbonated beverages, primarily products of The Coca-Cola Company, Atlanta, Georgia. Incorporated in 1980, the company has been in the soft drink manufacturing and distribution business since 1902 and recently celebrated its 100<sup>th</sup> anniversary. With corporate offices in Charlotte, NC, the company does business in 11 states, primarily in the southeast, and represents a consumer population of 18 million. The area the company serves has one of the highest per capita soft drink consumption rates in the world. It is the second largest U.S. bottler of Coca-Cola products, with a sales volume representing 8% of the U.S. volume. Employing around 6,000, CCBCC has five manufacturing centers, three sales divisions and 67 sales centers.

CACC member Arnold I. Silverman, Ph.D. is the Manager, Compensation for CCBCC. Employed with the company four and a half years, Arnie has spent most of the last three to four years totally redesigning and implementing the company's compensation programs, including job documentation, job evaluation, market analysis, structure creation, and the company's first compensation administration policy manual. More recently, Arnie designed and is in the process of implementing a unique spot bonus award system. Arnie is on the 2003 CACC Board of Directors as Public Relations Chair.

CCBCC is listed on the NASDAQ National Market System under the symbol COKE.

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**Our Website**

Be sure to visit the website at [www.caccweb.com/](http://www.caccweb.com/)  
(members only section - user ID CACC, password GOCACC)

### A Thought for the Day

*"Many things which cannot be overcome when they are together, yield themselves up when taken little by little"*

*Plutarch*

Supplied by Traci Anderson  
Compensation Analyst,  
Carolinas HealthCare System



Climate surveys, change readiness surveys, and employee commitment surveys are the most common tools to determine whether people are receptive to change and where barriers and resistance exist.

Depending on the magnitude of the change, and the need to demonstrate results, determining organizational readiness is a critical planning step in the implementation of a successful change effort. Benefits realized by organizations that make this investment up front include swifter implementation, increased morale and commitment by employees, and ongoing support for the organization's vision. While seemingly intangible benefits, their impact on the bottom-line is very real.

Excerpted from Aon Consulting's "Forum" publication. For more information, contact Gregg Walker at [gregg\\_walker@aoncons.com](mailto:gregg_walker@aoncons.com)



**ACA Building Blocks Locations**

WorldatWork provides a series of brief training and professional development materials called Building Blocks. CACC provides a copy of all Building Block materials at Johnson C. Smith; UNCC Library, and The Employers Association.

Charlotte Area Compensation Council  
Gill Consulting  
4818 Mullens Ford Rd.  
Charlotte, NC 28226-5041