



From The Chair – Donna Crawford, Vice Chair

Fellow CACC members, for those who do not know me, I am currently the Vice Chair for CACC and am excited to be the Chair for 2005. My position is Director of Human Resources for Carolina Restaurant Group, Inc. We operate a franchise of over 85 Wendy's restaurants in three states and I have been with the company for 13 ½ years. I have two girls, ages 8 and 12. I joined CACC in 1999 and have served on the Board of Directors for two years. During that short time, I have worked with some extremely dedicated Board Members who have helped our organization move forward.

One of our dedicated Board of Directors is Al Black, who will be leaving us in November. Al has been a member of CACC for six years and served on the Board for over two years. Al is the silent voice behind the Member Meetings. He has coordinated some great guests for us over the past two years with such professionalism and grace. We will miss Al but wish him all the best. Thanks, Al, for all you have done for CACC.

In October, we held our 2005 Board Planning meeting and, for the first time, invited members who were interested in committee or board positions. Those who attend shared some great ideas for the coming year. We will share those ideas with you in the coming months.

We will be sending out ballots for the 2005 CACC Board of Directors in the next few weeks. As always, we are here to serve our membership. If you have any concerns or questions, contact one of our Directors.

We look forward to another exciting year for 2005.

Regards,

Donna Crawford

Our Next Member Meeting: Wednesday, November 10, 2004

The speaker for the November 10th member meeting will be Kevin A. Henry, Vice President of Human Resources, Coca-Cola Bottling Co. Consolidated. Kevin's topic is "From Where I Sit – The Issues That Keep Me Up at Night", in which he will present his views on Compensation, Benefits and other critical HR issues from his perspective as a V.P. of Human Resources and an Executive Officer of his company.

There is no charge for CACC members or their guests. The meeting will be held at the Westin Charlotte Hotel, 601 South College St., Charlotte. Parking will be paid by CACC.

The meeting will begin at 7:45 A.M. with a breakfast buffet and networking period. The business meeting starts at 8:15 A.M.; and the presentation begins at 8:30 A.M. and will end by 9:45 A.M.

New Members

We are pleased to welcome the following new members:

- ❖ Shannon Edwards, MedCath, Inc.
- ❖ Brooke Thoden, Belk, Inc.

Member News

- ❖ Genie Harrington is now HR Specialist with NGK Ceramics USA, Inc.
- ❖ Emily Rainey is now Decision Support Professional (still with Philip Morris USA).

Please contact Arnie Silverman, "Compensation Matters" editor for 2004, at (704) 557-4460, with member news that you would like to share.

Quotes

"The motto of successful CEOs: People first, strategy second."

Ram Charan, Author of "Boards at Work"

**2004 CACC Board Members
and Committee Chairs**

CHAIRPERSON

BARBARA POOLEY 704/643-6416

VICE CHAIRPERSON

DONNA CRAWFORD 704/940-1524

SECRETARY

LAURA WILLIAMS 704/373-7572

TREASURER

ROBIN BERNSTEIN 704/733-5099

MEMBERSHIP MEETINGS DIRECTOR

AL BLACK 704/331-7121

EDUCATION DIRECTOR

BOB CORBETT 704/731-4378

PUBLIC RELATIONS DIRECTOR

ARNIE SILVERMAN 704/557-4460

MEMBERSHIP DIRECTOR

DELANE HUNEYCUTT 704/336-5700

BOARD MEMBER AT-LARGE

KAREN SIMPSON 704/595-1210

EX-OFFICIO

JEAN GILREATH 704/944-8805

SPECIAL PROJECTS CHAIR

CHUCK PARKER 704/426-2398

BUSINESS MANAGER

KEVIN GILL 704/442-9247

Upcoming Events/Education

Membership Meetings (mark your calendars):

November 10, 2004
February 9, 2005 (Annual Meeting)

WorldatWork Certification Courses:

April 25-27, 2005 –

- B-3A -- Health Care & Insurance Plans – Financial Management
- C-6 -- Principles of Executive Rewards
- T-2 -- Accounting & Finance for the HR Professional

July, 2005 (Date TBD)–

- B-2 -- Retirement Plans – Design & Management
- C-12 -- Variable Pay: Incentives, Recognition & Bonuses
- T-1 -- Total Rewards Management

October, 2005 (Date TBD)–

- C-4 -- Base Pay Management
- T-3 -- Quantitative Methods
- T-11 -- Fundamentals of Equity-Based Rewards

*For more information, or to register,
contact WorldatWork Customer Relations at (877) 951-9191,
or visit www.worldatwork.org*

Member Profile – Kevin Gill

Our member profile for this issue focuses on Kevin Gill, who has his own consulting firm, Gill Consulting. Kevin is well known within the CACC, since he is a founding member of the organization (one of the original six, only two of whom are still active members), a past Chair (he served as Chair twice) and is currently the CACC's Business Manager. But here are some things you may not know about him.

After graduating from college, Kevin joined the U.S. Air Force and served five years as an Instructor Pilot, flying T-37 jet trainers. He achieved the rank of Captain.

Kevin began his HR career with Avon Products in New York, starting as a Recruiter and advancing to the position of Manager, Benefits & HRIS. He made his "quality of life" move (in 1978) to work for the Southland Corporation in Dallas, TX, and then moved to Charlotte (in 1980), where he has worked for Springs Industries, Collins & Aikman, and Coats North America – for most of that time with the title of Director, Compensation & Benefits. He also worked as a Sr. Benefits Consultant with The Segal Company consulting firm (a brief attempt at moving back to NYC – according to Kevin, "great job/company; wrong location!"). More recently, Kevin worked for The Employers Association, where he established their Compensation & Benefits consulting practice, until they decided to "get out of that business" three years ago, which is when Kevin began his own firm.

Kevin holds the professional designations of CEBS, CCP, CBP, and SPHR. In addition to his role with the CACC, he is a member and past president of the Carolina's Chapter - ISCEBS, a founding member and past chair of the Catawba Employers Health Council, and past chair of the Textile Industry Surveys Steering Committee. Kevin is also a member of WorldatWork, where he held the offices of southern region vice president and president, and was a member of the national board of directors, and of the national benefits committee.

Kevin is a graduate of Manhattan College in New York, NY with a BBA degree in Industrial Management and an MS degree in Management. His wife, Helen, is a registered nurse at Presbyterian Hospital (for over 23 years), and they have three grown sons and three grandchildren. According to Kevin, "Grandchildren are the most important reason for going through the troubles of having children!" Parents of teenagers will know what he means.

WorldatWork Building Blocks Locations

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

The Dramatic New Viability of Custom Pay Surveys

Robert J. Lerner
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All things equal, many organizations would replace the multiple published pay surveys they're using with a single, comprehensive custom survey, and for good reasons. Such a survey would be more:

- **Relevant** - It would cover the precise jobs and participants needed.
- **Complete** - It would include not only salaries and incentives, but practices, benefits, hot topics and anything else needed.
- **Timely** - Having current data is especially significant these days, given the shifts in the economy, making reliance on even one or two-year-old surveys worrisome.
- **Untampered** - It would produce reports which exclude their own survey input.
- **Direct** - It would reflect primary, from-the-source information, not modeled and re-aggregated secondary data.

The problem is that all things have never been equal. Comprehensive tailored surveys have generally been prohibitively time-consuming, expensive, and, given the likelihood of invitee refusals to participate, downright risky.

But the Internet, new aggressiveness in survey pricing and related business practices, and incredibly powerful software are changing all that. Custom surveys are now a truly viable option to published surveys. For example, they offer:

- **Speed/Cost** - Virtually any type custom survey can now be completed in weeks not months, at per-participant costs far less than published surveys.
- **Accuracy** - If needed, a full-fledged customized job evaluation plan can be embedded in the data collection screens for precise job matching. And participants receive market data calculated without their own submissions.
- **Usefulness** - Software-based results provide a broad array of information and analyses- with no or little setup work. These include competitive comparisons (*continued on page 4 – See Custom Pay Surveys*)



Company Spotlight on Enovia

At first mention, one may not recognize the name ENOVIA Corp. You will, however, recognize its customers. Major Fortune 500 companies such as Boeing, Nissan, Northrup Grumman, Volvo, and BMW all use ENOVIA's software to manage its Product Lifecycle Management process. Created in 1998 as a wholly owned subsidiary of Dassault Systemes, and sold exclusively by IBM Corporation, ENOVIA develops comprehensive and innovative Product Lifecycle Management (PLM) software.

Simply put, ENOVIA software helps companies manufacture its products in the most efficient and productive way—while also providing an interactive platform to promote continued product innovation. Leveraging a quarter century of industry specific knowledge within the automotive, aerospace and shipbuilding industries, ENOVIA software has played an integral role in the success of many corporations' Product Lifecycle Management strategies.

ENOVIA Corp and its parent company, Dassault Systemes, are recognized as software pioneers in the computer-aided design, manufacturing, engineering and product life cycle arenas. ENOVIA is one of 6 major subsidiaries in the Dassault Systemes corporation.

DS' premier product, CATIA, is the industry standard for computer-aid design (CAD) in the engineering field. DS' other brands, DELMIA, SMARTEAM, SOLIDWORKS and SPATIAL, all offer unique software solutions that comprise the strength of the DS portfolio. Between the 6 brands, DS has over 65,000 customers across the world.

ENOVIA Corp is located in University Research Park area on David Taylor Drive, Charlotte, NC. In August 2004, ENOVIA moved into a new 90,000 square foot facility. The facility houses ENOVIA World Headquarters and the Dassault Systemes Charlotte offices.

CACC's Ex-Officio Chair, Jean Gilreath, is Director, Human Resources at Enovia. Jean served two terms as CACC's Chair.

For more information on ENOVIA or Dassault Systemes, visit their website at www.enovia.com or www.3ds.com.

CACC Website

Be sure to visit our website at www.caccweb.com



(Custom Pay Surveys -continued from page 3)

at the job, grade and structure level, assessments of strategic position, and calculations of required structure adjustments. Results include such unusual but potentially important summary statistics as 20th, 80th and 90th market percentiles, and even show the participant's precise percentile rank in the market!

- **Tailoring** - Participants can instantly select the desired data subset (labor pool), age the pay data and change its denomination, display all theoretical market values between 1st and 99th percentiles, use a built-in regression calculator to project/assess the market using any dependent and independent variable values in simple/multiple regressions, choose the optimum computational options, and design, archive and automatically distribute a wide range of reports.
- **Motivation to Participate** - Because of the unusual usefulness of survey results, invitee participation is encouraged and maximized, further enhancing the validity and success of the survey.

This new ability to quickly and inexpensively conduct powerful and successful custom pay surveys is truly an

exciting development for our profession. As organizations and the consultants who service them increasingly move to this new technology, we will truly see a dramatic change in the way we go about collecting and using market pay data.

Bob Lerner founded CompFacts in 1982 to provide advanced software and related services to compensation consultants and other practitioners. UltraSurvey, its flagship product, handles all phases of next generation custom pays surveys. Bob can be reached at 888-512-1200 or www.paysurveys.com.

Quotes

“You cannot manage human capital competitiveness as a key strategic priority if you do not treat information about people with the same rigor, importance and respect as sales or financial information.”

—George Murgatroyd, HR Systems Manager, SAB Limited

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