



### From the Chair - Laura Williams

We have exciting news about the September 12 Membership Meeting! Anne Ruddy, the President of WorldatWork, will be our featured speaker. Many of our Charlotte Area Compensation Council (CACC) members are also members of the WorldatWork organization, which serves compensation, benefits and work-life professionals. The September 12 Membership Meeting will be a great opportunity for you to meet Anne and to hear from her about current trends in total rewards, as well as her vision for the future of WorldatWork. I hope you will read the interview Bob Corbett, our Publicity Chair and Robin Bernstein, our Membership Meetings Chair, conducted with Anne, printed in this newsletter.

If you used a link to access this newsletter, you are visiting our Web site, <http://www.caccweb.com/>. The CACC board has recently made the decision to update the appearance and functionality of the Web site. Our Administrator, Norie Sanchez, is working closely with ClickCom to make these changes happen. You will start seeing changes over the coming months.

CACC continues to grow. We now have over 140 members. Our board will be meeting in October to plan events for 2007. If you have any suggestions for programs or speakers you would like to see in 2007, please feel free to talk with any board member at the upcoming September 12 Membership Meeting (we can be identified by the green and blue ribbons we wear on our name badges), or give us a call. Our contact information is on the CACC Web site. We want to be responsive to the needs of our membership. If you have any questions or concerns about CACC in general, please don't hesitate to talk with any of us. We appreciate your feedback and will use it to make CACC a better organization.

Regards,  
Laura Williams

### New Members

We are pleased to welcome the following new members:

- ❖ Tara Farrar, The Employers Association
- ❖ Kathleen Fritzsche, Lending Tree
- ❖ Elizabeth Grimmett, The Body Shop
- ❖ John A. Hulla, Jr., Wellman, Inc.
- ❖ James D. Moll, ADP
- ❖ Erin M. Munson, The Body Shop
- ❖ Thomas A. Stalvey, Blum, Inc.
- ❖ Cathy M. Graham, The Employers Association
- ❖ De Borah L. Jones, SPX Corporation

### Member News

- ✓ *Janice Moffitt is now the Manager- Compensation at Lowes Companies, Inc.*
- ✓ *Emily Ohiser has accepted the position of Director, Human Resources at Oricon Mortgage funding.*
- ✓ *Renee Sutker is now VP, Human Resources at Motorsports Authentics.*
- ✓ *Lauren Merritt has joined Family Dollar Stores as a Compensation Analyst.*

Please contact Bob Corbett, "Compensation Matters" editor for 2006, at (704) 731-4378, with member news that you would like to share.

---

### CACC Website



Be sure to visit our website at [www.caccweb.com](http://www.caccweb.com)

---

**2006 CACC Board Members  
and Committee Chairs**

**CHAIRPERSON**

LAURA WILLIAMS ..... 704/373-7572

**VICE CHAIRPERSON**

ARNIE SILVERMAN ..... 704/557-4460

**TREASURER**

STEPHEN DUDAK ..... 704/329-7740

**SECRETARY**

KIM HEFFERNAN ..... 704/330-6672

**MEMBERSHIP DIRECTOR**

DELANE HUNEYCUTT ..... 704/336-5700

**EDUCATION DIRECTOR**

TOMMY BURTON ..... 704/569-7701

**MEMBERSHIP MEETINGS DIRECTOR**

ROBIN BERNSTEIN ..... 704/733-5099

**PUBLIC RELATIONS DIRECTOR**

BOB CORBETT ..... 704/731-4378

**DIRECTOR AT-LARGE/GPN LIAISON**

JEAN GILREATH ..... 704/264-8805

**EX-OFFICIO**

DONNA CRAWFORD ..... 704/940-1524

**BUSINESS MANAGER**

NORIE SANCHEZ ..... 704/319-2288

\*\*\*\*\*

**Upcoming Events/Education**

**Membership Meetings (mark your calendars):**

- September 12, 2006 (1/2 –day Meeting)
- November 11, 2006
- February, 2006 (Annual Meeting)

**WorldatWork Certification Courses:**

**October 16<sup>th</sup>-18<sup>th</sup>, 2006 –**

- T-2 -- Accounting and Finance
- C-1 -- Regulatory Environments for Comp Programs
- C-17 – Market Pricing

**April 2007 –**

- T-1 – Total Rewards
- C-6 – Principles of Executive Rewards
- B-3A – Health care and Insurance Plans-Financial Management

**July 2007 –**

- T-12 – Outsourcing and Managing HR Services Partners
- C-4 - Base Pay Management
- B-2 - Retirement Plans Design and Management

**October 2007 –**

- T-3 - Quantitative Methods
- C-6A – Advanced Concepts in Executive Compensation
- C-12 – Alternative Reward Systems Improving Productivity and Competitiveness

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

---

**CACC Academic Scholarship Program**

The CACC Academic Scholarship Program was created to provide an incentive for, and assist CACC members with, the continuation of their pursuit of higher education in their HR-related career.

A scholarship, in the amount of \$1,000, will be awarded to qualified members of the Charlotte Area Compensation Council (CACC). The candidate must be a member in good standing with CACC pursuing either an undergraduate or a graduate degree in an HR-related field through an accredited institution of higher learning. Full-time, part-time, online and distance learning programs are acceptable. This scholarship is a one-time, annual award. In future years, previous applicants and past scholarship recipients are eligible to re-apply each year.

Scholarship Applications must be postmarked by **April 15<sup>th</sup>** of each year to be considered for an award. Additional information about the program, and an application, can be found on the CACC website, [www.caccweb.com](http://www.caccweb.com).

If you have any questions about the CACC Academic Scholarship Program, please contact CACC's Business Manger at [businessmanager@caccweb.com](mailto:businessmanager@caccweb.com).

---

**Quotes**

“Work like you don't need the money, love like you've never been hurt, and dance like you do when nobody’s watching.”

—Anonymous

\*\*\*\*\*

## Compensation Quotes

\*\*\*\*\*

*“In order to improve the health-care system, the American public must engage in an informed national public debate to make choices about the services they want covered, what health-care coverage they want, and how they are willing to pay for coverage.”*

*U.S. Congress, 2003*

*“Many older workers remain in the workforce because they believe they may outlive their financial resources.”*

*Lynette Loomis*

### 2006 CACC Perfect Attendance Award

CACC is offering up to three CACC (non-Board) members the opportunity to win a FREE WorldatWork Certification Course – all you have to do is attend all four member meetings in 2006, starting with the 2/8/06 Annual Meeting. (If there are more than three Perfect Attendees, the three winners will be selected by random drawing). Winners can use their award to attend a CACC-sponsored certification class and exam in 2006 – an over \$800 value! Simply attend all four meetings and be sure to sign the attendance sheet located at the sign-in table where you pick up your nametag before the meeting. We hope you will be winner this year!

## Our Next Member Meeting: Tuesday, September 12, 2006

Our next **CACC Meeting** features three presentations:

Anne Ruddy – President, WorldatWork will be joining us and providing the keynote presentation. Ms. Ruddy will discuss WorldatWork’s new Total Rewards Model. Additionally, as a recognized industry spokesperson, she will share her views on the future of the Human Resources Professional and their role as a strategic leader in a dynamic organization.

Jeanie Adkins– Principal, Mercer Human Resources Consulting will provide the annual update on this year’s Mercer salary survey results.

Sam Maiden – Assistant District Director, United States Department of Labor-Office of Federal Contract Compliance Programs will provide insight on OFCCP’s newly adopted Systemic Compensation Discrimination Guidelines.

*The meeting will be held at the Westin Charlotte Hotel, 601 South College St., Charlotte.*

*The meeting will begin at 7:45 AM with a breakfast buffet and networking period. The program will begin at 8:30 AM; and will end by 11:30 AM.*

### 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.

---

## **2006 Membership Needs Survey Results**

The responses to the 2006 Membership Needs Survey, conducted in April, have been compiled. For the second year, members could respond electronically through the web site SurveyMonkey, resulting in a great response rate and a quick turnaround time for the results to be posted on the web. We would like to express our appreciation to the 50 members who responded to this year's survey, and congratulate the three gift certificates winners. You may review the detailed results in the Members Only Section of the CACC website ([www.caccweb.com](http://www.caccweb.com)).

Some of the highlights are as follows:

- The majority of the responding members have over 15 years of experience in total HR and average 10 years experience in Compensation or Benefits.
- About a quarter of the membership is responsible for over 25,000 employees.
- The overwhelming majority (74%) of the responding members work at the corporate level of the organization.
- Two-thirds of responding CACC members are also WorldatWork Members and 44% have attended a CACC-sponsored WorldatWork certification course in the past year.
- Networking/Peer Interaction, Career/Resume enhancement, WorldatWork courses, and membership meetings all remain leading reasons for joining and remaining members of CACC.
- Of those members who could not attend membership meetings, work schedule conflicts was listed as the reason in the vast majority of the responses.
- 73% of the membership prefers presentations to panel or roundtable discussions, or breakout sessions, with the second choice being panel discussions.
- Two-thirds of the membership prefers breakfast meetings with lunch meetings as a clear second
- Compensation Trends led the membership meeting topics of interest, with compliance and regulatory issues; compensation and benefits communications; short term and long term incentive plans; and market pricing also receiving a high percentage of requests.

- 
- The Website, Newsletter, and Board Responsiveness all received high marks, with 93.9% of the responding members having visited the web-site in the past year.

One of the major uses of the survey is to determine the WorldatWork Certification Courses to offer in the upcoming year. Your response to which courses you would like to see offered directly correlates to the courses CACC requests WorldatWork to offer through our organization. The top five requested courses were C6, C6-A, C11, C12, and C-17. The final decision about courses offered next year will also depend on those offered the past several years, and the courses that surrounding organizations are offering through WorldatWork.

We received lots of great input from you, the Membership, in the comments section, which the Board is currently reviewing for ways to further improve the services that CACC offers to its members. We look forward to working with those members who indicated an interest in serving as a Board or Committee Member. Our appreciation goes out to all of you who took the time to complete the survey and please know the Board is listening and working to respond to your needs.

---

## **Member Profile – Stephen Dudak**

Stephen has been a member since 2000 and has been CACC Treasurer for the last 2 years. Stephen is currently the Compensation Manager for the America's Division of Compass Group PLC, a UK based company and the world's largest Food Contract Services Company. Charlotte is The Americas headquarters, which is responsible for Canada and Latin America.

Stephen has 9 years of Compensation and Executive Compensation experience, all within the Charlotte and Greensboro area. Previously, he worked for First Union in the Executive Compensation department, and American International Group (AIG) in the Compensation and Benefits Department.

Stephen is originally from Pennsylvania and graduated from Winthrop University with a B.S. Degree in Business Administration with a concentration in Financial Management. Stephen currently lives in Charlotte and is engaged to be married in April, 2007.

**Our Special Guest for the September 12<sup>th</sup>**  
**Membership Meeting**



Anne Ruddy, President, WorldatWork

On Tuesday September 12, 2006 we will hold our regularly scheduled 3<sup>rd</sup> quarter meeting. However, the meeting should be anything but regular as we will be joined by Anne Ruddy, President-WorldatWork for a very special presentation. Ms. Ruddy will be our featured speaker and her topics should be of interest to all of us. Anne will discuss WorldatWork's new Total Rewards Model. Additionally, as a recognized industry spokesperson, she will share her views on the future of the Human Resources Professional and their role as a strategic leader in a dynamic organization.

Recently, Robin Bernstein-CACC Member Meetings Chair and Bob Corbett-CACC Public Relations Chair had a chance to speak with Ms. Ruddy. We asked her about her experience as President, WorldatWork, the Total Rewards model and what she sees in the future for the HR practitioner.

We began by asking Ms. Ruddy to explain how she came to be the President, WorldatWork. Surprisingly she spent the majority of her career in the insurance industry as a business leader and never held a position within an HR role. However, as a business leader, she gained valuable experience managing an organization. Then seven years ago she was selected as the new leader of a non-profit, global, HR professional organization. The transition was interesting as she began to understand the major differences between running a for-profit business and the non-profit group. Additionally, she gained valuable insight into how important it has become for the HR Practitioners to keep up with regulatory issues and industry specific business matters.

Ms. Ruddy then explained that due to the ever evolving nature of the HR, it became apparent that WorldatWork

needed to evolve in order to keep up with business changes and the needs of the HR practitioner. The WorldatWork Advisory Board played a key, strategic role in developing a new Total Rewards Model which includes the work-life concept. The model was developed over a year and a half with numerous focus groups providing feedback which helped mold the final product. There are five elements to the model which includes: compensation, benefits, work life, performance and recognition, and development and career opportunities. These elements are intended to be tied to an organizations business strategy. The intent of the model is to change the vision of how the HR practitioner is viewed in an organization. The business leaders should she the value of including HR in business decisions and strategic planning.

Ms. Ruddy believes the combination of the current certification courses and the new Total Rewards Model will allow the HR practitioner to better communicate with business leaders and put more focus on HR as a viable strategic business partner. She advises all HR practitioners to demonstrate as professionals that we are in control of our responsibilities and we have an important role in any organization.

The next step for WorldatWork is studying HR practitioners and their competencies. You should be receiving requests to complete surveys regarding your previous experience and competencies. Ms. Ruddy urges you to fill out the information requested and be open to providing additional information in the future.

Please consider attending the September 12<sup>th</sup> quarterly meeting to get a better understanding of the direction our profession is heading as seen by WorldatWork and Anne Ruddy.