



**From the Chair - Laura Williams**

Happy New Year! We begin another year as compensation, benefits and total rewards organization, and your Charlotte Area Compensation Council (CACC) Board is hard at work. One of the projects we are working on now is a review of the current CACC by-laws. The Board appointed a By-laws Review Committee to look at the current CACC by-laws and recommend updates. The committee is a mix of both practitioners and consultants. The last revision, following incorporation, was approved by the membership in 2003. We have realized we need a few changes as the organization has grown as well as some language updates. We hope to have a final recommendation ready for membership approval soon.

To update you on one of our projects - the CACC Web site redesign - Arnie Silverman and Norie Sanchez are close to having a final draft of the new Web site appearance and functionality from our provider, ClickCom. (If you haven't visited the Web site yet, the URL is <http://www.caccweb.com/>). We hope to have the newly designed Web site ready to roll-out in late February or early March.

For our upcoming February 7 membership meeting, Robin Bernstein, our Membership Meetings Chair, has lined up Joe Machicote for the presentation. Joe is the Ombudsman at Compass Group, and developed their diversity program. More information on this meeting is included later in the

Newsletter. The meeting will be held at the Westin Hotel in uptown Charlotte. I hope to see you there!

Finally, I want to thank all of the board members, the committee members and our administrator who have worked so hard over the last year to make CACC a better organization. It takes many hours to coordinate the nine WorlDatWork courses here in Charlotte, to pull together the quarterly membership meetings, to write this quarterly newsletter, to maintain the Web site, to manage the finances and track meeting minutes, to bring new members on-board, to handle public relations and to maintain our relationship with WorlDatWork. I appreciate the opportunity I have had to Chair the organization, and I know the organization will be in good hands as Arnie Silverman and the 2007 CACC Board of Directors transition to their new roles.

Best wishes,

Laura Williams

**New Members**

We are pleased to welcome the following new members:

Heidi Drummond – Analyst, The Hay Group

Wendy Richardson – Compensation Associate, SPX Corp.

**Member News**

Janice Moffitt CCP, CBP - is now the Compensation Director-Stores for the Lowes Corp.

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

**2007 CACC Board Members  
and Committee Chairs**

**CHAIRPERSON**

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

**VICE CHAIRPERSON**

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

**TREASURER**

AMY POORE..... 704/731-3563

**SECRETARY**

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

**MEMBERSHIP DIRECTOR**

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

**EDUCATION DIRECTOR**

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

**MEMBERSHIP MEETINGS DIRECTOR**

BRANDON CONKLE..... 704/844-3096

**PUBLIC RELATIONS DIRECTOR**

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

**DIRECTOR AT-LARGE**

DARYL BENNETT ..... 704/330-5513

**EX-OFFICIO**

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

**BUSINESS MANAGER**

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

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**Upcoming Events/Education**

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

February 7, 2006 (Annual Meeting)

**WorldatWork Certification Courses:**

**April 16-18, 2007 –**

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

**July 30-August 1, 2007 –**

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

**October 10-12, 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**

“It’s a very funny thing about life; if you refuse to accept anything but the best, you very often get it.”  
**William Somerset Maugham**

“In three words I can sum up everything I’ve learned about life: it goes on.”  
**Robert Frost**

“There is no greater joy nor greater reward than to make a fundamental difference in someone’s life.”  
**Sister Mary Rose McGeady, Author**

## Compensation Quotes

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*“When managers criticize their organization’s rewards programs, they usually focus on money. But people are motivated by more than money. In fact, some people say that money is not a motivator for them at all.”*

**Doug Jensen, Tom McMullen, Mel Stark – from The Manager’s Guide to Rewards**

*“If you ask people confidentially what they want most in their jobs—if they’re paid anything decent at all—they will say that they want a greater sense of self worth.... And I think this giving of responsibility and respect and authority is one of the things that motivates people.”*

**Fritz Maytag, President, Anchor Brewing Co.**

### 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: Wednesday, February 7, 2006

Our next **CACC Meeting** will be the annual business meeting and will also feature a presentation by *Joe Machicote*, VP-Ombudsman at Compass Group. Mr. Machicote will be providing insight into the HR element of a corporate code of ethics; what to do and what not to do. He will follow up with case studies on several types of ethical HR issues that corporate America struggles with today including recruitment, promotion, hiring, diversity & inclusion, affirmative action, complaint escalation, Executive Order 11246 and Federal sentencing guidelines. A native of Harlem in New York City, Joe began his career in foodservice as a pot washer in college and has grown through the ranks as a kitchen prep worker, cook, manager, account director, trainer and VP of HR. In January of 2006, he launched his own consulting practice; DiversEnomics with the permission of Compass Group, in answer to the high demand of organizations who would seek his expertise while hearing him speak at conferences & association meetings.

Please plan on joining us for this informative and interactive presentation.

*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 11:00 AM.*

### CACC Website



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

## **Charlotte Area Compensation Council**

**1992 – 2007**

By Bob Corbett – Editor, Compensation Matters

2007 marks the 15<sup>th</sup> anniversary of the founding of the Charlotte Area Compensation Council or CACC. Over the years, our organization has seen tremendous growth in membership, significant change in professional development activities, and an increasing opportunity for members to network. But our beginnings were modest as a handful of HR practitioners gathered in 1992 and created an organization that facilitated “networking and knowledge transfer”.

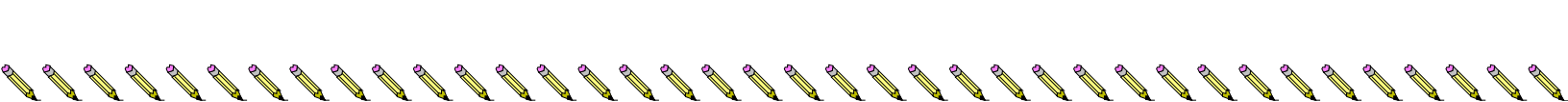
In 1991, the American Compensation Association or ACA (now known as WorldatWork) began an initiative to develop local based compensation groups as a way to improve networking. The idea was to empower local groups to create, organize, manage and own their chapter with a professional tie to the ACA. Kevin Gill, an ACA board member and employee of Collins & Aikman Corp. inquired about the opportunity to organize a group in the Charlotte area. At the same time Chuck Parker of Duke Power Co. was assembling a group of his peers in the hopes of developing a compensation network in Charlotte. Chuck contacted the ACA that very same week so the ACA put Kevin in touch with Chuck and the CACC was soon formed.

At the first meeting of the organizing committee in the early part of 1992, Jan Karow of The Employers Association announced they would provide support through seed money - \$500, resources and meeting space. Additionally, Chuck Parker announced that the ACA would also provide some start up funds - \$500 in order to organize the group. The next logical step was to come up with a name for this new organization. The group settled on The Charlotte Area Compensation Association or CACC after briefly toying with the name - Charlotte Area Compensation Association. Thankfully, Kevin Gill pointed out that the abbreviation would be CACA and everyone agreed

Those initials would not be a good way to start a professional organization.

In addition to Kevin Gill, Chuck Parker and Jan Karow, the organizing committee included Patricia Marlowe from Sandoz Chemical Corp—now Clariant Corp., Hazel Peek from Pneumafil Corp., and Ross Blew from Scandura. The group decided to meet monthly at The Employers Association and laid the ground work for our current organization. They developed a mission statement aimed at providing continuing professional education, facilitating networking and the exchange of information and the opportunity to enhance the professional level of the members within the compensation field. The next order of business was to develop the by-laws of the organization. Trish Marlowe and Kevin Gill developed these operational guidelines and presented them to the committee for comment and approval. Hazel Peek worked with an individual from her organization to create the CACC logo which is still used by our organization today. Finally, a decision was made to charge \$50 per year to be a member of the organization. Then the committee began to advertise the organization of the new group, leaning heavily upon The Employers Association to advertise and promote the CACC.

In January of 1993 the first official meeting of the Charlotte Area Compensation Council was held with Chuck Parker acting as the Chair of the organization, Kevin Gill in the role of Vice Chair, Jan Karow – Director, Member Meetings and Education, Patricia Marlowe – Secretary, and Ross Blew – Director At Large. In the beginning, the majority of members who joined the organization held the position of HR Generalist, because there were few compensation specialists in the Charlotte area. In order to increase membership, the organization decided to reach out to practitioners in other areas such as Raleigh, Greensboro, and Spartanburgh. Then the ACA hosted a regional meeting for the ACA Group Partnership Network or GPN for short. Two dozen professionals attended



the meeting with Chuck Parker acting as host and Entertainment chaperone. Chuck made sure all had a good time as he showed them the sights which included a trip to Cowboy Joe's. The ACA then helped organize the first certification course offered in Charlotte which took place at the Ramada Inn.

Word quickly spread that the CACC was a group worth joining. Membership that first year was close to 50 paid members. New members soon found out that the meetings, although low key and informal, provided a great opportunity to network and find out about the opportunities to achieve the CCP certification.

The momentum began to build as the organization developed a member needs survey, one that continues to this day. A web site under the direction of Chuck Parker was established, remarkably only costing the organization \$250 to establish. Additional certification classes were offered, a newsletter was developed with the Delane Huneycutt acting as the first Editor. As momentum grew, so did the membership rolls as we hit 100 members in the late 1990's. All along, the organization leaned heavily upon The Employers Association. During the 1999-2000 timeframe the The Employers Association decided it was time for the CACC to stand on its own. We quickly incorporated and began to expand even further. Our education offerings went from 2 courses two times per year to the current 3 courses three times per year.

Today, the CACC stands strong with approximately 150 members. We bring national, regional and local speakers to our quarterly membership meetings. We continue to hold 9 education courses per year and draw participants from all areas of the country. Our newsletter and website have been vastly improved over the years, including a soon to be unveiled major makeover for the website. All of this and still we have the same \$50 annual membership fee. It's hard to imagine all the work our leaders have put into this extremely successful organization, all of it being accomplished in 15 years.

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### **Member Profile – Brandon Conkle**

Brandon Conkle, Compensation Manager – Harris Teeter is one of the newest CACC board members as he takes over for the duties of Membership Meetings Director. Brandon is a very proud graduate of Wake Forest University where he completed his undergraduate studies in Politics and Psychology as well as receiving an MBA. Additionally, Brandon completed his graduate work at East Carolina University as he received a Masters Degree in Industrial Psychology.

Brandon's career has taken him through a number of organizations and positions. His first position out of college was at Hardees where he worked in the Organization Development department. From there he went onto work for the State of North Carolina in the occupational analysis division for the ONet group. Brandon then moved to Wilkesboro where he worked in the Compensation and HRIS department for Lowes Home Improvement. Advance Auto Parts was his next employer where he headed up the Compensation department as the Manager of Compensation. Finally, he found his way down here to the Charlotte area when he accepted his current position.

Brandon acknowledges he is a vocal and visible member of the Wake Forest "Tie Dye Nation" and was fortunate enough to travel to the Orange Bowl a few weeks ago. He is very optimistic of a return trip to southern Florida next year. When Brandon isn't keeping up with the Deamon Deacons, he enjoys hiking and camping (even though he has had to "ease away from" more than one bear and had a run in with a snake wrapped around his legs in his sleeping bag), and he enjoys sitting down with a good book.

Brandon is married to his wife Brennie and they have an adorable and very intelligent 17 month old son – Jackson.

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**Exclusive WorldatWork Conference Incentive  
for CACC (WorldatWork Local Network)  
Members**

Dear Charlotte Area Compensation Council  
Member:

WorldatWork and CACC invite you to attend the WorldatWork Total Rewards Conference & Exhibition 2007, May 6-9 Orlando, Fla. Join more than 2,000 of your colleagues from around the world and learn innovative approaches to initiating compensation, benefits, work-life and total rewards programs that engage your workforce and contribute to business success. From distinguished keynote speakers and innovative workshops to an exhibit hall filled with the latest products and services- you'll be sure to acquire the knowledge and tools you need to attract, motivate and retain a talented workforce.

In partnership with CACC, WorldatWork is pleased to offer you exclusive conference registration fees. If you are not a WorldatWork member, you can join WorldatWork and attend the conference at a reduced rate (see Join Now offers below):

The earlier you register the more you save!

*Individual Platinum Passport:*

**Register before midnight, Feb. 16, 2007**

\* WorldatWork member registration fee: \$1,095 USD

\* CACC and WorldatWork member exclusive registration fee: \$995 USD (save \$100) Priority Code: WLNCNF07REG

\* Join Now Offer with conference fee: \$1,220 USD (save \$195!) Priority Code: WLNCNF07RGJN

**Register Feb. 16-midnight March 30, 2007**

\* WorldatWork member registration fee: \$1,295 USD

\* CACC and WorldatWork member exclusive registration fee: \$1,195 USD (save \$100) Priority Code: WLNCNF07REG

Join Now Offer with conference fee: \$1,420 USD (save up to \$195)! Priority Code: LNCNF07RGJN

**Register after March 30, 2007**

\* WorldatWork member exclusive registration fee: \$1,595 USD (save \$100)

\* CACC and WorldatWork member exclusive registration fee: \$1,495 USD (save \$100) Priority Code: WLNCNF07REG

\* Join Now Offer with conference fee: \$1,720 USD (save up to \$195)! Priority Code: WLNCNF07RGJN

*To be eligible for the reduced conference registration fees, please use the appropriate priority code listed above when registering.*

To learn more about the WorldatWork conference, visit [www.worldatwork.org/orlando2007](http://www.worldatwork.org/orlando2007). These exclusive incentives are valid through May 6, 2007 so take advantage of one of these exciting offers today by calling 877/951-9191.

Sincerely,

CACC Board of Directors

P.S. If you have already registered, you still are eligible to receive the discount. Please contact WorldatWork's Customer Advisors team, let them know of the situation, they are a WorldatWork member and CACC local network member and should receive a discount to the WorldatWork conference. Give the advisor the appropriate marketing code below:

***Current member WorldatWork and local network:  
WLNCNF07REG***

Joined WorldatWork at time of registration:  
WLNCNF07RGJN