

**Charlotte Area Compensation Council**  
**History**

By Bob Corbett – 2009 CACC Board Chairman

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 Spartanburg. 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 are continually updated and assist in providing CACC members with the networking and education opportunities upon which the organization was founded.