

Nomination: 8499

Kim Caccavo

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

LMI Consulting

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

Kim Caccavo

Category

C01 - C16 Individual > C06 - Benefits or Payroll Professional of the Year

Individual Submission Format

Written Answers

a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required

Since joining LMI in early 2017, Kim Caccavo, LMI Payroll manager, has demonstrated exceptional leadership, meticulous attention to detail, and an unwavering commitment to efficiency and accuracy. Her position demands a range of qualifications and expertise in fields related to payroll – including technical skills, payroll processing, tax knowledge, and compliance – all in which Kim has demonstrated complete expertise. Kim has adeptly managed complex payroll scenarios, including our company's transition from a not-for-profit to a for-profit entity, which required significant changes in tax reporting and compliance. Her proactive approach to process improvement and automation has significantly enhanced payroll operations, ultimately increasing efficiency and reducing errors for the entire payroll process. Kim's leadership style is characterized by her effective communication, collaboration, and dedication to fostering a positive work environment. She continually motivates her team to achieve high standards and exceed targets, ensuring that LMI's payroll operations run smoothly and compliantly. She is known around LMI for her ability to quickly solve problems and for never missing a deadline. Kim's innovative mindset and strategic thinking have made her an invaluable asset to the organization, driving continuous improvement and setting new benchmarks for payroll excellence at LMI

b. Outline the nominee's achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required

Since January 2022, Kim has led several transformative initiatives at LMI, including:

- **Managing Multiple Acquisitions:** Kim successfully integrated over 2,500 employees from five acquisitions, ensuring seamless payroll operations and managing 450 tax codes without disruptions.
- **FEIN Transition:** Kim orchestrated the transition to a new Federal Employer Identification Number (FEIN), consistently showcasing meticulous planning and execution.
- **Timekeeping Training:** Kim developed and implemented comprehensive timekeeping training programs across the company to enhance accuracy and compliance.
- **Process Automation:** She has also introduced automated audit reports for system integration activities, which significantly reduced manual efforts and minimized errors.
- **Onboarding Improvement:** Lead the Onboarding Process Improvement Initiative, identifying and executing 40 tasks to streamline the onboarding process.
- **Incremental Bonus Payments:** Automated the process for incremental bonus payments, improving efficiency and accuracy.
- **Policy Enhancements:** Instituted minimum hour restrictions for part-time employees and regulating overtime pay for salaried-exempt employees.
- **Notification Systems:** Created automated Deltek notifications for timekeeping actions and restructuring notifications for enhanced compliance.
- **Hybrid Work Adaptations:** Adapted payroll practices to accommodate hybrid work models, ensuring accurate tax compliance and efficient operations.

Kim's initiatives have not only improved operational efficiency but have also fostered a culture of continuous improvement and compliance within the payroll department, significantly contributing to LMI's success.

