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.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). Required

In comparison to her past performance, Kim's recent achievements reflect significant growth in leadership and strategic thinking. Kim's ability to manage rapid growth, integrate multiple acquisitions, and lead impactful initiatives underscores her unique capability to drive significant improvements in payroll operations. Each of Kim's accomplishments listed above has had a positive impact on each of LMI's employees.

Her innovative approach and dedication to continuous improvement have significantly contributed to LMI's success and set her apart as a leader in the industry. Kim has demonstrated exceptional capability in managing payroll operations amid significant organizational and post-pandemic workforce changes. Her initiatives, such as developing automated systems and comprehensive training programs, have not only enhanced efficiency but also ensured complete compliance with complex regulatory requirements.

What sets Kim apart from others in her industry is her dedication to educating and supporting other members of the enterprise service operations at LMI. She takes the time to explain complex payroll processes, tax regulations, and compliance requirements to her colleagues, fostering a culture of knowledge-sharing and collaboration. This commitment to education not only empowers her team but also ensures that payroll practices are understood and followed company-wide. Without Kim's impact, our payroll processes would not be as efficient, streamlined, or appreciated. Kim has truly built a best-in-class payroll team by leading by example and spreading her knowledge and kindness in every interaction.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Please see the attached testimonials regarding the impact that Kim has had in her roll.

Webpage Link

Would you like to add an additional webpage link?

No

Supporting Document

Download File (https://stevies-sage.secure-

platform.com/file/21275/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTI3NSwiYWxsb3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImlnbm9yNyqX820?Nomination%20Reviews%20for%20Kim%20Caccavo.docx)

Would you like to add an additional supporting document?

No

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