



INSIDE

	Page
Message from the New President	1
Message from the Past President	2
Board Member Listing	2
GCCBA News	3
Roth 401k Accounts	6
Conference/Seminar Calendar	9
Leadership Minute Memo	10

Message from the New President

It is with delight and excitement that I take on the role of GCCBA President for the upcoming year. We have a number of interesting and informative programs already in the works and a great Board to oversee our activities.

Please join me in welcoming the following members in their new Board roles:

Julie Elliott	Vice President and Program Chair
Debbie Dunn	Secretary
Lisa Wade	Treasurer and Past President
Deb Ader	Membership Chair and Programs Team Member
Jessica Allen	Member-at-Large and Newsletter Team Member
Steve Ferguson	Member-at-Large and Newsletter Team Member
Mark Gates	Website Chair
Chrissy Graves	Member-at-Large and Programs Team Member
Carol Kovach	Newsletter Chair
Lisa Wood	WorldatWork Certification Course Chair

Contact information for all Board members is listed on page 2 of the Newsletter. Please don't hesitate to get in touch with any of us if you have a question, concern, suggestion, etc. Our role is to support your needs and insure that your membership dollars give you a return on your investment in GCCBA.

Speaking of "investment," I also encourage you to become more "invested" in the organization. Please let us know if you would like to serve on a committee, make a presentation to the group, have research to share, or lend support/assistance in some other way.

I am looking forward to working with all of you in the months ahead.

Barb Carr
President, GCCBA

Message from the Past President

I am so pleased to welcome Barbara Carr to the post of GCCBA President. Barb has been a strong contributor since she joined the GCCBA Board and will make an excellent President of our association. If you do not currently know Barb, I encourage you to meet her at our next membership meeting.

Barb is currently the Director of Human Resources for Mike Albert Leasing, Inc., where she has responsibility for human resource activities for three companies: Mike Albert Leasing, The Superior Dealer Group (a network of five new car dealerships) and The Alleen Company (an event tents and equipment rental company). Barb has been in the human resource field for more than 30 years and has worked in a wide variety of industries including manufacturing, banking, consulting, service and retail. Barb holds both a Senior Professional in Human Resources (SPHR) and a Certified Compensation Professional (CCP) certification. She has been a GCCBA Board Member since 2001, serving as Secretary most of that time.

Congratulations Barb! We look forward to your leadership and opportunities to work with you to strengthen and grow our Association in the coming years.

*Lisa M. Wade
Past President, GCCBA
2003-2005*

BOARD MEMBERS 2005-2006

PRESIDENT
Barbara Carr
513/554-2920

MEMBERSHIP CHAIR AND
PROGRAM COMMITTEE
Deb Ader
513/629-1140

WAW CERTIFICATION COURSE CHAIR
Lisa Wood
513/636-2639

VICE PRESIDENT /PROGRAM CHAIR
Julie Elliott
513/977-3771

PROGRAM COMMITTEE
Chrissy Graves
513/ 723 6493

NEWSLETTER CHAIR
Carol Kovach
513/588-2822

SECRETARY
Debbie Dunn
859/283-6493

WEBMASTER
Mark Gates
812/539-8383

NEWSLETTER COMMITTEE
Steve Ferguson
513/985-5618

TREASURER / PAST PRESIDENT
Lisa Wade
513/721-6611

NEWSLETTER COMMITTEE
Jessica Allen
513/603-2096

GCCBA News

Certification Course T2:

**Accounting and Finance for the Human Resources Professional
WorldatWork Certification Course and Exam Oct. 5 – 7, Newport, KY**

Are you currently pursuing your CCP, CBP or CRP designation or are you interested in expanding your compensation knowledge? GCCBA is pleased to offer **T2: Accounting and Finance for the Human Resources Professional**, Oct 5 – 7, 2005, at the Comfort Suites Newport, KY.

This is an intermediate-level, two-day course which provides an introduction to accounting by exploring the major groups of accounts and financial statements that make up a company's annual report. This course provides coverage of the financial concepts that HR professionals should understand to interact effectively with the individuals in accounting and finance departments. On the third morning, an optional certification exam covers the content of the seminar.

To register, contact Customer Relationship Services at WorldatWork, online: www.worldatwork.org/seminars.

As a GCCBA member, if you attend one of our locally-sponsored certification courses, you will receive \$125 off of the WorldatWork member pricing. This is a very valuable member benefit that we are pleased to provide.

GCCBA Happenings

Are good things happening to you or your colleagues? We want to know!

Please forward your recent promotion, job change, company change, or certification to the newsletter staff at carol_kovach@palmercay.com. We will publish your announcement in the next newsletter to keep everyone up to date!

GCCBA October Meeting

Trend Data – Information for Compensation and Benefits

Thursday, October 20, 2005

Our October meeting will feature timely information useful for 2006 planning.

- General economic indicators
- Variable pay trends and implications
- Base pay trends and implications
- Benefit cost changes and projections

Our featured speakers will be:

Julie Elliott, Corporate Compensation Director of the E.W. Scripps Company. Julie has 15 years experience in compensation and benefits. She is a Certified Compensation Professional and serves on the faculty of WorldatWork where she teaches the Quantitative Methods class, T3.

Steve Ferguson, Benefits Consultant and principal for Cross & Associates. Steve has 22 years of experience as a Director and Manager of Employee Benefits, Compensation and HRIS. He has extensive experience with innovative plan design and administration of benefits and compensation

Daniel Ripberger, Vice President with Management Performance International, Inc. Dan has over 15 years experience providing executive, employee and sales compensation consulting services to clients across a number of market sectors.

MEETING DATE: Thursday, October 20, 2005
LOCATION: **Ohio Casualty Group** 9450 Seward Rd, Fairfield, OH 45014
TIME: 8:00 a.m. – 8:30 a.m. Registration and Breakfast
8:30 a.m. – 10:00 a.m. Announcements and Program
COST: GCCBA Members \$25.00 Non-Members \$45.00

For reservations, please complete this form and mail with your check payable to GCCBA to Deb Ader, Western & Southern Financial Group, 400 Broadway, Cincinnati, OH 45202, (513) 629-1140, by Friday, October 14, 2005:

GCCBA – Trend Data – Information for Compensation and Benefits – October 20, 2005

NAME: _____
TITLE: _____
COMPANY: _____
ADDRESS: _____
TELEPHONE: _____
EMAIL: _____

Now Available!

2005 Regional Benchmark Total Compensation Survey

2005 Greater Cincinnati Regional Compensation & Benefits Survey

Sponsored by GCCBA

Discounts offered to GCCBA members!

GCCBA once again sponsored the Greater Cincinnati Regional Compensation & Benefits Survey. Conducted by Management Performance International the survey is a valuable reference tool used by Human Resource professionals, compensation personnel, business owners, prospective employers and area Chambers of Commerce to assess prevailing wage rates in the Greater Cincinnati area.

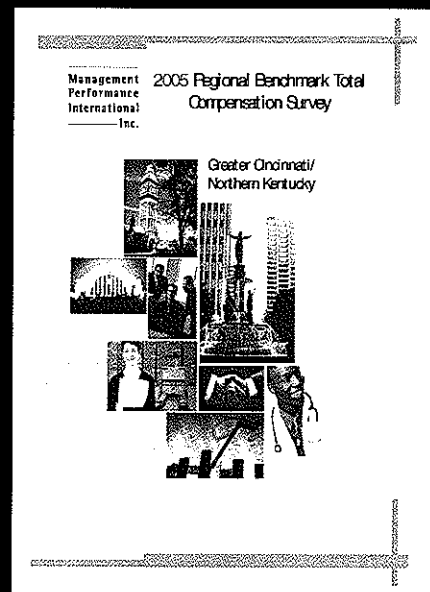
Special Offer!! Discounts off purchase prices! Non-participants may buy the 2005 survey at discounted prices if they agree to be a participant in the 2006 survey.

As a GCCBA member, save an additional 10 – 20%.

Over 150 positions surveyed

Online data access

**Results available early October to non-participants.
For more information please visit MPI's website at
www.managementperformance.com/surveycb/mpi/**



Roth 401(k) Accounts Effective January 1, 2006¹

**Our Thanks to
Fifth Third Bank
Investment Advisors
for this article**

An Opportunity to Enhance Your Retirement Plan

Overview

The Economic Growth and Tax Relief Reconciliation Act of 2001 (EGTRRA) contained a provision that allows for, but does not require, Roth 401(k) accounts beginning January 1, 2006. While the final regulations are not anticipated being issued until later this fall, Fifth Third Bank is closely monitoring the progress and is confident that we will be prepared to offer our clients this new opportunity to enhance their retirement plans.

Effective January 1, 2006, plan sponsors who elect to adopt the provision will be able to provide participants with the opportunity to contribute after-tax dollars into a Roth 401(k). Below is some general information about the Roth 401(k) accounts (based on the *proposed* regulations) to assist plan sponsors in determining if the adoption of the provision is right for their plans.

Basics of the Roth 401(k)

The Roth 401(k) has characteristics of both the Roth IRA and the Traditional 401(k) (*see Chart 1. below for comparison*). Similar to the Roth IRA, Roth 401(k) contributions are made with after-tax dollars that have been taxed to a participant as regular income at the time they were deducted from his or her pay. Roth contributions will grow tax-deferred, and the withdrawal of both the contributions and accumulated earnings will be tax-free provided:

- The participant is at least 59 ½ or due to death or disability; and
- The account has been held for five or more years

Like Traditional 401(k) contributions, Roth 401(k) contributions will be subject to the 402(g) deferral limit. If a plan offers participants the option to contribute both Traditional (pre-tax) and Roth (after-tax) dollars, a participant's combined amounts may not exceed the annual 402(g) limit. For 2006, the 402(g) limits for plans permitting catch up contributions are:

- \$15,000 for employees less than age 50
- \$20,000 for employees age 50 or older

In addition, Roth 401(k) contributions must be included with Traditional 401(k) contributions when performing nondiscrimination testing. Unlike Roth IRAs, Roth 401(k) accounts will be available to all participants who are eligible to participate in the 401(k) plan, regardless of their income level, and will be subject to the same age 70 ½ minimum distribution requirements as the Traditional 401(k).

Roth 401(k) account balances are eligible for loan and hardship withdrawals in accordance with plan provisions. Any distribution of earnings that does not meet the requirements above will be taxed to the participant as regular income and subject to the 10% penalty. Distributions for the purchase of a first home or qualified education expenses, which are tax-advantage distribution options from a Roth IRA, are not available from the Roth 401(k).

¹ This information is based on proposed regulation 152354-04 and is current as of March 2, 2005. The Roth 401(k) is subject to change based on the provisions of the final regulation, could be withdrawn without notice, and may not come to pass if the legislation is repealed.

Roth 401(k) Accounts - continued

Items for Participants to Consider

Among the most significant factors for *a participant* to consider in determining if a Roth 401(k) contribution is more advantageous than a Traditional 401(k) contribution are:

- The participant's marginal, effective tax rate when contributions are added to the account
- The amount of time the amounts will stay in the account
- The anticipated investment returns during that time
- If an employer match will be provided on Roth contributions similar to Traditional contributions
- The participant's projected marginal tax bracket when contributions and accumulated earnings are withdrawn from the account
- If a participant believes that future overall tax rates will be higher or lower due to changes in tax laws

The participants who can realize the most significant benefit of a Roth 401(k) are those that:

- Are in a lower tax bracket now
- Have many years until retirement
- Have an aggressive investment allocation
- Are receiving the full employer match on their Roth contributions
- Anticipate being in a higher marginal tax bracket when distributions are made
- Expect the tax laws to change in the future resulting in higher tax rates

Due to no income limitation for the Roth 401(k), it is a significant opportunity for high-income individuals who have not been able to contribute to a Roth IRA due to adjusted gross income limitations, and who are able to afford an additional reduction in take-home pay to cover taxes on their Roth 401(k) contributions. Conversely, for lower-income individuals who need to maintain a minimal level of take-home pay, the Roth 401(k) contribution will result in less dollars being invested (due to taxes being withheld).

Additional Thoughts for Plan Sponsors

A Plan Sponsor interested in offering Roth 401(k) accounts must amend their 401(k) plan to permit Roth contributions and stipulate that such balances may only be rolled over to a Roth IRA or another plan offering Roth accounts. Consistent with other provisions allowed for under EGTRRA, amendments must be made by the end of the first plan year in which the 401(k) plan adopts the Roth account. Employers are permitted to match participants' Roth 401(k) contributions. Any matching amounts, however, will continue to be treated as Traditional pre-tax contributions.

The Roth 401(k), being a provision within EGTRRA, is set to expire in 2010. While President Bush and many in Congress have committed to ensuring that this and other favorable pension-related provisions in the act are made permanent, nothing has been signed into law at this point. In the event that the Roth 401(k) provision would be allowed to "sunset", it is anticipated that the account balances would either be eligible for rollover into a Roth IRA or remain frozen within the plan (while continuing to retain their original attributes) and no future contributions would be allowed.

Roth 401(k) Accounts - continued

The most significant challenge that plan sponsors will face is how to effectively communicate to participants the similarities and differences between the Traditional 401(k), Roth 401(k) and Roth IRA. Fifth Third Bank is dedicated to providing the education resources necessary to ensure adequate participant communication is available.

Chart 1. ~ Comparison of attributes related to the Traditional 401(k), the Roth IRA, and the new Roth 401(k)

Attribute	Traditional 401(k)		Roth 401(k)	Roth IRA
	Pre-tax dollars (employee or employer)	After-tax dollars (employee only)	After-tax dollars (employee only)	After-tax dollars (employee only)
Contributions	Taxed	Tax-Free	Tax-Free	Tax-Free
Contribution Withdrawals (qualified distribution)	Taxed	Tax-Free	Tax-Free	Tax-Free
Earnings Withdrawals (qualified distribution)	Taxed	Taxed	Tax-Free	Tax-Free
70 ½ Minimum Distribution	Required	Required	Required	Not Required
Contribution Limits in 2006 (without catch up)	\$15,000 minus Roth 401(k)	Lesser of 100% of compensation or \$43,000, minus all other 401(k) contributions	\$15,000 minus pre-tax 401(k)	\$4,000
Contribution Limits in 2006 (with catch up)	\$20,000 minus Roth 401(k)	Lesser of 100% of compensation or \$43,000, minus all other 401(k) contributions	\$20,000 minus pre-tax 401(k)	\$5,000
Income Limits	None	None	None	\$110,000 single \$160,000 married
Tax Filing Requirements	None	None	None	Must file jointly if married

Conference/Seminar Calendar

WorldatWork Conference (visit www.worldatwork.org for more information)

- May 7–10, 2006: WorldatWork 51st Annual Conference & Exhibition Anaheim, CA

WorldatWork Seminars (visit www.worldatwork.org for more information)

National SHRM Conference (visit www.shrm.org for more information)

- June 25-28, 2006: 58th Annual Conference & Exposition Washington, D.C.

State SHRM Conferences (visit www.shrm.org for more information)

- October 12-14, 2005: 21st Kentucky Annual SHRM State Conference (www.kychamber.com/shrm)

Chicago, IL

Oct 17-19	B3	Health Care and Insurance Plans – Design and Management
Oct 17-19	C4	Base Pay Management
Oct 17-19	T1	Total Rewards Management
Oct 17-19	T12	Outsourcing and Managing HR Service Partners
Oct 17-19	T4	Strategic Communication in Total Rewards
Nov 14-16	B1	Fundamentals of Employee Benefits Programs
Nov 14-16	C1	Regulatory Environments for Compensation Programs
Nov 14-16	T11	Fundamentals of Equity-Based Rewards
Nov 14-16	T2	Accounting and Finance for the Human Resources Professional

Cincinnati, OH (Sponsored by The Greater Cincinnati Compensation and Benefits Association)

Oct 5-7	T2	Accounting and Finance for the Human Resources Professional
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Detroit (Troy), MI

Oct 18-20	C4	Base Pay Management
Nov 1-3	C11	Performance Management
Nov 15-17	C12	Variable Pay-Incentives, Recognition

Dublin, OH (Sponsored by The Columbus Compensation Association)

Oct 10-12	C6	Principles of Executive Rewards
Oct 10-12	T3	Quantitative Methods

Newport, KY

Oct 5-7	T2	Accounting and Finance for the Human Resources Professional
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Lexington, KY (Sponsored by The Bluegrass Compensation Association)

Oct 5-7	T3	Quantitative Methods
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Louisville, KY (Sponsored by The Louisville Compensation Association)

Oct 5-7	C1	Regulatory Environments for Compensation Programs
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Philadelphia, PA (Sponsored by Penjerdel Employee Benefits and Compensation Association)

Oct 26-28	C1	Regulatory Environments for Compensation Programs
Nov 16-18	T3	Quantitative Methods

Pittsburgh, PA (Sponsored by The Western Pennsylvania Total Compensation Association)

Nov 14-16	B5	Managing Flexible Benefits
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Virtual Course, USA

Oct 18-27	C11	Performance Management
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LEADERSHIP Minute Memo

How to Make the Climb

Promotions don't just happen. The people who get them have often planned their upward course carefully and taken measures to assure their success. Here are some quick tips for making yourself promotable:

Be a Planner – Set goals and objectives yearly. Share your plans with your boss.

Innovate – Don't let yourself or your department get in a rut – come up with new projects.

Be a Leader – Train your staff carefully for the work you delegate.

Understand the Money Side of the Company – Make budget suggestions when appropriate. Understanding finances and costs will give you an edge.

Be a Role Model – Make yourself and your staff needed and admired by the company.

Create Friendships and Loyalties – Friends are more likely to favor you with a promotion than strangers who know little about you. Loyal employees will give you information when you need it and help you attain your goals.

Be Flexible – Accept changes without persistent argument. Be adaptable to new assignments and responsibility.

Be Honest – Tell the truth and maintain a high degree of integrity. Avoid any conflicts of interest or possibility that you might be under suspicion of dishonesty.

Demand the Best – Request the equipment and people you need to make your department excel.

Build Good Will with Other Departments – Share information and offer help. Alliances eventually pay off.

Join Industry Groups – Get to know your vendors and competition. Cultivate your popularity in your field.

Take Time to Recharge – Don't burn out by leaping from one project right into the next. You'll be at your best when you're in top form.

Communicate Your Goal Effectively – Don't expect that the excellent job you are doing will be recognized, and you will then be given a promotion. Indicate your desire for more responsibility. Don't be taken for granted.