



## **N C Telecommunications Industry Association**

### **Human Resources/Training Committee Minutes**

Meeting: Friday, March 3, 2006 at 10:00am  
Location: NCTIA Location, Sanford, NC

**Committee Members Present:**

Richard Garner, CTC, Chairman  
Ralph Cooke, Yadkin Valley TMC  
Angie Miller, Skyline TMC (by conference call-in)  
Rex Walser, North State  
Carole Woodward, Executive Director

Dianne Sink, Lexcom Telephone, Secretary  
Phoebe McGavock, Star  
Russell Green, Atlanta TMC  
Steve Cox, Randolph TMC, Board Liaison

**Committee Members Absent:**

David Hedrick, CTC  
Brad Miller, Citizens  
Debbie Johnson, Wilkes Telecommunications

Daniel Talley, MEBTEL  
Kim Garner, Randolph TMC

**I. Call to Order/Welcome**

Chairman Dick Garner called the meeting to order.

**II. Program Introduction**

Dick Garner, Chairman introduced Hank Federal with Findley Davies who presented a program on "Trends in Human Resources and Compensation". Eddie Vaughn, FSA with Findley Davies presented a program on "Defined Benefit Plans".

**III. New Business**

Carole Woodward gave an overview of the NCTIA Committee Chairs Orientation focusing on the "Vision for NCTIA" point #4, that we ensure NCTIA is providing "value-added" services to member companies. She stressed the importance of completing the annual membership surveys, which the board reviews. Also, we should remember to use NCTIA's website. NCTIA has a "value-added" service for committee meetings for those members unable to attend; they can now participate via conference call provided by Sprint.

Steve Cox, Board Liaison gave comments about his responsibility as liaison, to improve working relationship between committees and the board.

The committee discussed our goals for 2006 and decided not to make any changes.

The NC School of Telephony is willing to help and partner with educational/training needs.

Phoebe McGavock asked about the Training Resource Guide on the website discussed the last several years by the committee. Carole says they still have the information and will update it and prepare for the website.

IV. Old Business

The minutes from September 30, 2005's meetings was motioned for approval by Phoebe McGavock, seconded by Russell Green and Rex Walser and approved by the committee.

The Benefits and Wage Surveys were distributed to member in attendance and Rebecca will distribute to General Managers and Human Resources Managers not in attendance along with the definitions pate. We had 14 out of 22 companies participate. We will discuss several changes and issues at our next meeting.

Carol will check into another avenue for wage surveys and will call Capital Associated Industries for feedback on their annual survey program.

V. Roundtable Discussions

Roundtable discussions included group health insurance, personal benefit statements, defined benefits plans, and post retirement benefits. Members updated one another with happenings at their telecos.

VI. Adjournment

Everyone thanked Dick Garner and CT for providing our delicious lunch. Our next meeting will be on Friday, May 26, 2006 at 10:00am at NCTIA in Sanford. The meeting was adjourned.

Respectfully submitted,



Dianne V Sink  
Secretary – NCTIA, Human Resources/Training Committee