



## **N C Telecommunications Industry Association**

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

Meeting: Friday, May 12, 2006 at 10:00am  
Location: NCTIA Location, Sanford, NC

**Committee Members Present:**

Richard Garner, CTC, Chairman  
Ralph Cooke, Yadkin Valley TMC  
Kim Garner, Randolph TMC  
Rex Walser, North State  
Carole Woodward, Executive Director

Dianne Sink, Lexcom Telephone, Secretary  
Phoebe McGavock, Star  
Russell Green, ATMC (by conference call-in)  
Steve Cox, Randolph TMC, Board Liaison

**Committee Members Absent:**

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

Daniel Talley, MEBTEL  
Angie Miller, Skyline TMC

**I. Call to Order/Welcome**

Chairman Dick Garner called the meeting to order, welcomed members, and thanked Rex Walser/North State for hosting our lunch.

**II. Program Introduction**

Dick Garner, Chairman introduced Ginny McCarthy, OHN with Wyeth Biotech in Sanford. Her presentation on "Wellness Programs" was very informative as to numerous ways to promote Wellness within our own companies.

**III. New Business**

Janet Gresham, Department Chair, NC School of Telephony, is working on networking curriculum. She is also working on a CD presentation for HR Committee members to take to high schools in their area and promote. Student numbers are down and the School has lost one instructor because of this. Janet asked for help from the telephone companies in recruiting.

Steve Cox, Board Liaison gave comments about NC School of Telephony and a weakness in preparation of students for the telecommunications industry. Technology has changed so rapidly and now requires a different class of employees. He believes the school should revise its curriculum to an associates degree which would encompass the business needs of future employees along with the technical skills and education needed.

**IV. Old Business**

The minutes from March 3, 2006's meetings were motioned for approval by Phoebe McGavock, seconded by Ralph Cooke and approved by the committee.

Carole checked into the avenue for wage surveys and called Capital Associated Industries for feedback on their annual survey program. We have two options, add missing job descriptions related to telecos to their

current Wage Survey or do a separate survey. There would be an initial set-up fee for the separate survey. Phoebe McGavock mentioned that several committee members already participated as members of CAI, thinking there should not be a set-up fee. Carole will check into this and let the committee know.

Ralph Cooke and Dianne Sink will compare jobs on the CAI Wage Survey to Telecommunication jobs and report to the committee.

The Training Resources Directory was distributed to committee members and Carole asked that the information be updated. Phoebe has the information on her computer and will e-mail to members next week. The updated information should be e-mailed to Rebecca at NCTIA.

#### V. Roundtable Discussions

Roundtable discussions included Drug and Alcohol testing requirements, criminal background checks, turnover, high gasoline prices and the effect on member companies, company vehicles allowed to be driven home by on-call employees, the bird-flu epidemic and preventative steps being taken at telecos. Members updated one another with happenings at their telecos.

#### VI. Adjournment

Our next meeting will be on Friday, July 21, 2006 at 10:00am at NCTIA in Sanford with the program on CT's excellent sales program. Star TMC will provide lunch. The meeting was adjourned.

Respectfully submitted,



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