



N C Telecommunications Industry Association Human Resources/Training Committee Minutes

Meeting: Friday, January 23, 2004
Location: Hosted by CT Communications, Concord, NC

Committee Members Present:

Russell Green, Atlantic TMC, Chair
Dianne Sink, Lexcom
Sandra Vaughn, Lexcom
Richard Garner, CT Communications
Phoebe McGavock, Star TMC
Carole Woodward, Executive Director

Kim Garner, Randolph TMC
Preston Sellers, CCCC
Ralph Cooke, Yadkin Valley TMC
Daniel Talley, Mebtel
Rex Walsler, North State

Committee Members Absent:

Dan Bennett, Ellerbe, Board Liaison
John McElwrath, US LEC
Brad Miller, Citizens Coop
Bonnie Rimmer, Verizon South
Nina Scott, Verizon South

David Hedrick, CT Communications
Angie Miller, Skyline TMC
Sara Puckett, Ellerbe
Debbie Johnson, Wilkes TMC
Eddie Ritenour, Board Liaison

I. Welcome & Introductions

Committee Chair, Russell Green called the meeting to order and welcomed everyone. Appreciation was expressed to Dick Garner, CT Communications, for hosting the meeting.

II. Program – Estate & Financial Planning

Todd Jones, Certified Financial Planner, Vice President, CapFinancial Partners, LLC, Raleigh, NC, presented a program on estate and financial planning which included the following helpful suggestions:

- CapFinancial provides services to companies, individuals, and foundations for managing retirement plans, employee education assistance, life insurance planning, and estate planning.
- Diversification – old rule new lessons – reduces volatility and will make you more money over the long term.
- You should do your tax planning now – don't wait until December
- Educate your children, grandchildren or other relative – tax advantages for Section 529
- Protect what you have accumulated with appropriate life insurance.
- IRA rules have changed – you can now rollover into retirement plans, you can now change beneficiary
- Required minimum distributions at 70 ½ - now a set schedule for distributions based on life expectancy or joint life expectancy.
- Having a trust will avoid probate expenses and court costs for judge dictating which creditors receive their money owed first. A will gives direction to the court for disbursement of your assets but does not avoid court costs and probate expenses.
- Research financial planning recommendations available at www.fpa.org

III. Review of October 17, 2003 Minutes/Salary & Benefits Survey/ ECHO

Due to a schedule conflict the July 16, 2004 meeting was rescheduled to Friday, July 30, 2004 at Yadkin Valley TMC hosted by Ralph Cooke.

Russell Green asked for a motion to approve the October 17, 2003 minutes. Phoebe McGavock made the motion and Diane Sink seconded the motion. The minutes stand approved as submitted.

After discussion of the Salary & Benefits survey format and distribution schedule, the committee decided to send the survey out by March 1, 2004. The completed surveys should then be returned to Elizabeth by March 19, 2004, and Elizabeth will have preliminary results for committee review by April 30, 2004.

Carole provided the Evaluation Form Results from the "ECHO" – Every Call Has Opportunities class. After a review of the comments, the committee suggested Carole select a couple of dates to offer the class again (including a date around the end of the month to avoid some of the busiest times for some companies). Future class offerings will be based on the demand for the class on ongoing evaluation results.

IV. NCTIA Marketing Brochure and Calendar of Events - 2004

Carole Woodward provided the committee with NCTIA's new Marketing Brochure that represents the twenty-three member companies and a NCTIA calendar of events for 2004.

V. Roundtable Discussions

Committee members discussed incentives, stock options and cash bonuses used in trying to retain key personnel during corporate restructuring.

Dick Garner stated CT Communications, at the request of their Board of Directors, is now incorporating productivity measures and analysis as a part of their evaluation process. The Board will be looking at revenue and employee ratios, access lines per employee, etc. to aid in determining the accomplishment of their corporate goals.

Ralph Cooke told the committee that Yadkin Valley recently received a favorable determination in an age discrimination EEOC charge.

VI. Next Meeting

Everyone was reminded that the next meeting will be Friday, April 30, 2004 at 9:30 a.m. hosted by Kim Garner, Randolph Telephone, Asheboro, NC. Hotel and directional information will be provided.

VII. Adjourn

Russell Green extended thanks to Dick Garner and CT Communications for providing the meeting place and lunch.

There being no further business, the meeting was adjourned.

Respectfully submitted,



Kim L. Garner
Secretary – NCTIA, Human Resources/Training Committee