



N C Telecommunications Industry Association

Human Resources/Training Committee Minutes

Meeting: Friday, July 30, 2004
Location: Hosted by Yadkin Valley Telephone, Yadkinville, NC

Committee Members Present:

Russell Green, Atlantic TMC, Chair
Ralph Cook, Yadkin Valley
Richard Garner, CT Communications
Debbie Johnson, Wilkes
Rex Walser, North State
Al Quarles, Sprint
Carole Woodward, Executive Director

Eddie Ritenour, Wilkes, Board Liaison

Committee Members Absent:

Kim Garner, Randolph TMC
John McElwrath, US LEC
Brad Miller, Citizens Coop
Sara Puckett, Ellerbe
Preston Sellers, CCCC
Dianne Sink, Lexcom
Daniel Talley, MebTel

David Hedrick, CT Communications
Phoebe McGavock, Star TMC
Angie Miller, Skyline TMC
Nina Scott, Verizon South
Dan Bennett, Ellerbe, Board Liaison

I. Welcome & Introductions

Committee Chair, Russell Green called the meeting to order and welcomed everyone. Appreciation was expressed to Ralph Cook, Yadkin Valley Telephone, for hosting the meeting.

II. Program – James R. Davis – The State of Health Care and Medical Insurance

Jim Davis, Estate and Business Insurance Services, made a presentation regarding health care and medical insurance touching on topics such as:

- Managed care – its history
- The proposal for national health care
- Cost of prescription drugs
- Tort Reform
- Tax Credits for Health Care System
- Health Care Savings Account
- Fully Insured vs. Self Insured
- Senate Bill 1387

III. Review of April 30, 2004 Minutes/Salary & Benefits Survey/ ECHO

Russell Green asked for a motion to approve the April 30, 2004 minutes. Ralph Cooke made the motion and Rex Walser seconded the motion. The minutes stand approved as submitted.

The Salary & Benefits survey previously distributed to committee members was discussed.

The dates for “ECHO” – Every Call Has Opportunities class is October 27-28.

IV. Roundtable Discussions

Topics for discussion:

- Union Activity
- Self vs. Fully Insured Companies
- Employee performance evaluations
- Pay performance scales
- Stock options
- FSLA
- Wage Adjustments

V. Next Meeting

Everyone was reminded that the next meeting will be Friday, October 8, 2004 at 9:30 a.m. hosted by Angie Miller, Skyline Telephone, West Jefferson, NC. Hotel and directional information will be provided. The topic will be Employment Law Update.

VI. Adjourn

Russell Green extended thanks to Ralph Cooke and Yadkin Valley Telephone for providing the meeting place and lunch.

There being no further business, the meeting was adjourned.

Respectfully submitted,

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