

ARROWWORD

A BIMONTHLY
PUBLICATION OF THE
ARROWOOD ASSOCIATION
www.arrowoodassociation.org

February Program



Karl Hicks
Charlotte Bobcats
Assistant General Manager

Karl Hicks has a long history in professional and collegiate athletics. He will oversee the club's extensive scouting and talent evaluation process while managing the team's practice facility, scheduling and player programs.

Hicks joined the Bobcats organization in May 2003 as vice president of basketball administration where he served as the team's lone full-time basketball operations employee for five months. While overseeing the early development of the Bobcats basketball operations efforts he coordinated the team's scouting of NBA summer leagues and international tournaments and the management of the practice facility during the Charlotte Sting season.

No stranger to start-up ventures, Hicks served as executive director of the NBDL, the NBA's National Basketball Development League, from the league's inception in 2000 through 2003. As the lead basketball executive he was charged with overseeing player personnel, officiating, scheduling and on-court policies and procedures.

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15	16	General Membership Meeting Hampton Inn & Suites, Pineville		19	20	21
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General Membership Meeting

February 19th, 2004 - 11:30am at the Hampton Inn & Suites, Pineville. Please callCarolynn at 588-6719 by Friday, February 13th, 2004 with your reservation. Lunch for one representative is included in dues - additional attendees will be charged \$12.50.

NO CASH - Checks are to be made payable to Arrowood Association.

From The President

Dear Colleagues,

We concluded a great year in 2003 and I am extremely optimistic about 2004. Several new changes will take place which I feel will enhance our overall well being. The first is that we will be meeting at the Hampton Inn & Suites Pineville. We have been graciously welcomed by these fine folks and we are looking forward to the great food and wonderful surroundings. In conjunction with this, our meeting times will fluctuate from breakfast meetings to after 5:00 get-togethers. The first meeting this year will remain a luncheon meeting at 11:30 am in keeping with tradition. This will be our inaugural meeting and I encourage everyone to attend.

We have experienced some changes on our board as well as with Committee chairs. While we regret the moving of those who have contributed so much, we are excited about the new people who have replaced them and the enthusiasm that they bring forward.

On a related note, we have reinstated our long range planning committee. With our changing demographics, it is essential that we re-examine our short and long term objectives. We face the problem of over utilization of existing resources and we must find ways by which to contribute to the community and prosper at the same time. I am confident that this committee will be thorough in it's assessment and will come forward with a progressive plan for our future.

Tim Shattuck

Continued from page 1

Prior to his professional sports tenure he worked in collegiate athletics as an administrator and assistant coach. Hicks entered the coaching ranks at his alma mater, University of New Hampshire, as an assistant coach in 1984 and then served as assistant coach at American University with Bobcats Executive Vice President and Chief Operating Officer Ed Tapscott from 1985-90.

After receiving his MBA from University of Maryland in 1992, Hicks worked as an enforcement representative for the NCAA from 1994-98 and then became assistant commissioner for the Southeastern Conference from 1998-2000.

Hicks graduated from University of New Hampshire in 1983 where as a senior he co-captained the Wildcats to a share of the ECAC North regular season title.

Born December 20, 1959 in Washington, D.C., Hicks and his wife, Melanie, have a son, Eli.

Crime Prevention Tips

What About Violence In The Workplace?

Violence in the workplace takes many forms, from raised voices and profanity or sexual harassment to robbery or homicide. While homicide in the workplace is rising, unknown assailants while committing a robbery or other crimes commit 75 percent of work-related homicides. Despite media hype, the attacker usually isn't a disgruntled co-worker. To assess a workplace's vulnerability to violence, ask yourself these questions:

- Is your office secure? Do you have easy-to-use phone systems with emergency buttons, sign-in policies for visitors, panic buttons, safe rooms, security guards, office access controls, good lighting, and safety training?
- Does your employer take care in hiring and firing? Before hiring, are employment gaps, history, references, and criminal and educational records thoroughly examined? Are termination procedures defined clearly with attention to advance notice, severance pay, and placement services?
- Could you recognize potentially violent employees? Signs of stress that could erupt into violence include depression, frequent absences, talking in a louder than normal voice, being startled easily, increased irritability and impatience, and concentration and memory problems.
- Are you encouraged to report unusual or worrisome behavior? Is there a clear, written policy that spells out procedures in case of violence and sanctions for violators? Make sure you know to whom you should report unusual behaviors.
- Do you work in a supportive, harmonious environment? Is there a culture of mutual respect? Does your employer provide an employee assistance program (EAP)?

Charlotte-Mecklenburg Police Department
Crime Prevention Fast Facts
704/336-2310
E-mail: crimepreventionunit@cmpd.org

From the "Hot" Membership Corner

2004 is going to be such a great year to grow our membership, and we are going to *have fun* doing it!

If you have not sent in your membership dues, best hop to it because our first meeting is February 19th at the Hampton Inn & Suites in Pineville. Owned & Operated by Panos Hotel Group! See the map at the bottom of this article. *Fay Gibson* and her *Marvelous Crew* are going to have exciting meetings for us the entire year.

We will start off the year with Carl Hicks of the Charlotte Bobcats Basketball as our speaker (thank you Jan Meyer and Fay Gibson) and wait until you hear about the July meeting! (NO, I did not get confused) With the July meeting we will start having a meeting each month. However, July will be an after 5 get together...August will be a breakfast function...September will be our Golf Tournament and an after 5 at the golf course...October will be a breakfast...November an after 5 and December will be a lunch meeting so that we can have an end of the year Christmas program! We would like your opinion on the best times for the breakfast meetings and the after 5 ones as well. Please give us your input.

We are thinking for the breakfast it should start at 7 or should it be 7:30 or should it be 8? Please give us your input fepp@bellsouth.net.

We were thinking that the after 5 should start at 5:30. Please give us your input fepp@bellsouth.net.

The menus will be GREAT and the company will be even better and we can improve on the speakers if you will let us know the topics you wish to hear about!

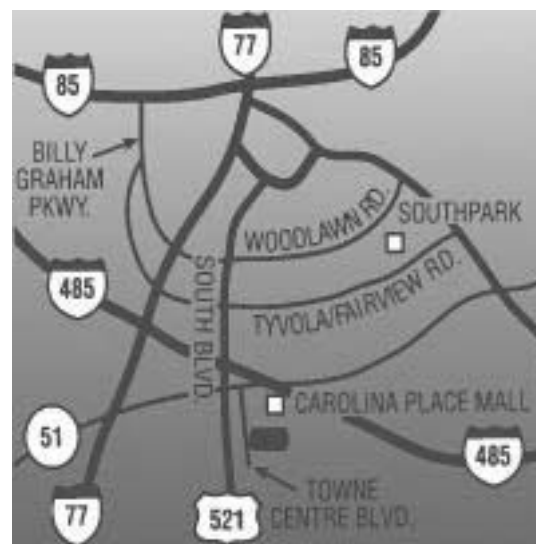
Please remember to call in your reservation to Carolynn at 704-588-6719 by February 13th but if you forget you can stretch it until noon on February 16th, however, if we fill to capacity by the 13th and you call on the 16th you may have to stand up to eat!

See you on the 19th! See below for map.

Frances Pegram of CustoMyzedCreations.com 704-609-8370.



Pineville



Special Events

Greetings Arrowood Association Members,

This is the year of change and excitement. Who would ever have thought that the Panthers would go to the Super Bowl! As you can see when a group of people work as a team they can make remarkable results happen.

The Arrowood Association needs each and every business in our Park to join this year. If you have a neighbor or know someone who is not a member, pick up your phone and invite them to our February 19th meeting.

If your company has not paid the 2004 dues, please get it in to Carolynn Stebly at the Arrowood Credit Union as soon as possible so your company can be listed on the membership list.

We are excited about some of the changes we are going to make this year and would love to have feedback from each and every one of you to see what you think and also please feel free to make suggestions on how we can grow our Association.

First of all everyone needs to make a note that our meeting place has changed to the Hampton Inn & Suites in Pineville, N.C.

Our first meeting of the year will be on February 19th at 11:30 which will be a luncheon meeting at the Hampton Inn & Suites, Pineville. Mark your calendar now and feel free to bring other people from your company or invite a guest to attend.

Starting in July we are going to switch up the meeting time so that we can have some of our meetings after hours for networking and fellowship. Then, starting in August we will start having breakfast meetings. We would love to hear from you as to what times are better suitable for you to attend in the mornings 7:00 a.m., 7:30 a.m., or 8:a.m. Our meetings will continue with a rotation of every other month being business after hours one month and the next month a breakfast meeting.

Please mark your calendars now for the 2004 meeting schedule.

February 19th (Luncheon)

April 15th (Luncheon)

June 17th (Luncheon)

July 22nd (Business After Hours)

August 19th (Breakfast)

September 9th (Golf Outing with Business After Hours)

October 21st (Breakfast)

November 18th (Business After Hours)

December 16th (Luncheon)

Jan Meyer of Elite Resources



*Elite Resources
Staffing Experts*

Janet Meyer

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Westinghouse Boulevard
Pineville, NC 28134
E-mail: JanM@eliteresources.net

Phone (704) 504-2299
Fax (704) 504-2266
Cell (704) 650-5370

RANDOLPH

BUILDERS, INC.

Joel Randolph
Vice President, Business Development

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Shipping: 1010 Culp Rd., Pineville, NC 28134
Phone: (704) 588-7116
Direct: (704) 588-8387
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Limelight Tables:

Smooth Stone

Limelight tables are an excellent means of advertising your product / service. The cost is \$30 for a 6-foot table which will be located outside of the general meeting room. For information, contactCarolynn Stebly at 588-6719.

Secretary's Message:

Dues should have reached us by now!!!! Please check your accounts payable department—second notices have been mailed!!

www.arrowoodassociation.org



We need your ideas!

The Arrowood Association has put together a task force committee to take a look at how we can improve the association and introduce new ideas and objectives to take us in to the future.

If you would like to join in this effort with the **Strategic Planning and Growth Committee**, please contact Glenn Chambers:

glenn@smoothstoneinc.net or at Smooth Stone Inc. at 704-927-2800.

Arrowood Association
 P.O. Box 7381
 Charlotte, NC 28241

Arrowood Association 2004 Committees/Chairperson			2004 Officers		
Committee	Chairperson	Phone#	President	Tim Shattuck	588-4260
Education Liaison	Roberta Sarman Time Warner	378-2713		Boy Scouts of America	Ext. 414
Membership/ Blood Drive	Frances Pegram Awards by Frances	583-2827	Vice President	Jan Meyer Elite Resources	504-2299
Political Liaison	Peter Bergen Kirco Realty	529-1518	Treasurer	Queron Smith First Citizens Bank	388-3825
Roads/Transportation	George Macon Crosland Commercial	561-5238	Secretary	Carolynn Stebly Arrowood Assoc. CU	588-6719
Crime Watch Neighborhood Liaison	Officer Travis Pardue Charlotte-Mecklenburg Police Dept.	643-5350	Sgt-At-Arms	Frances Pegram CustoMyzedCreations.com	583-2827
Special Events	Lain Reavis SouthTrust Bank	942-3028 Ext. 704	Ex-Officio	Joel Randolph Randolph & Sons Builders	609-8370
Publicity/Public Relations	Shane Hughes	506-4850			
Newsletter	Carolynn Stebly Arrowood Association CU	588-6719			

Credit Union Corner - 10600 South Commerce Boulevard

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