

ARROWOOD

A BIMONTHLY
PUBLICATION
OF THE
ARROWOOD
ASSOCIATION
www.arrowood association.org

From The President

Dear Colleagues,

I recently had the opportunity to chat with a former president of the Arrowood Association. It was interesting noting the differences in the physical parameters that define the association now as opposed to the early 1970s. At that time the Arrowood Association was pretty much on its own. Downtown Charlotte was a long way away and there was not really a sense of community. The original founders wanted their employees to have sidewalks, streetlights and transportation to and from work.

They were a group of businessmen who had a community of interest and when they pooled their resources they found they could accomplish a great deal. Anyone remembering those early days can attest to how much things

have changed. Progress takes time and comes in small increments. We all think, will Highway 49 ever be complete? Nevertheless, the next generation that follows will take it for granted.

The point of all this is that during my conversation with this gentleman, I felt a sense of purpose in that what we try to do to support our community is important. Their initial effort to provide streetlights, etc., during hte early days are now manifested in our attempts to improve the appearance of Westinghouse Blvd. and fix railroad crossings. These endeavors take time to accomplish and can be frustrating, but they are certainly worth the trouble when you see the end results. We have been given a legacy; let's continue to make it better.

Tim Shattuck

June Program

Drugs in the Workplace

**Dr. Perry DePietro—
Concentra Medical Services**

Dr. Perry DePietro attended medical school at the University of New England. He completed his residency at Temple University School of Medicine in Philadelphia. Dr. DePietro is board certified in Family Practice. He practiced full time Emergency Medicine for eight years. During that time he held several administrative and teaching positions including Director of Emergency Medicine. From 1991 until 1994 Dr. DePietro was an Associate Professor of Emergency Medicine at Medical College Hospital in Philadelphia.

For the last ten years, Dr. DePietro has practiced Occupational and Environmental Medicine. He has held the position of Regional Medical Director for CentraMed, and he has been the Corporate Medical Director for several fortune 1000 companies including the Myers Company and Boeing. From 1998 to 2001 Dr. DePietro was the National Medical Director for NovaCare Occupational Medicine Services. Dr. DePietro has functioned as medical

Continued on page 2

JUNE 2003						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
Sun	Mon	Tues	Wed	Thurs	Fri	Sat

General Membership Meeting
Holiday Inn, Woodlawn

General Membership Meeting

June 17, 2003 – 11:30am
Holiday Inn Woodlawn.
Please call 588-6719 by Friday, June 13, 2003 with number of those attending. 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.

2003 Meetings: June 17 - August 19 - October 21 - December 16

Limelight Tables are an excellent means of advertising your product / service. The cost is \$45 for a 6 foot table which will be located outside of the general meeting room. For information, contactCarolynn Stebly at 588-6719.

Secretary's Note:

The New 2003 Membership Directory has been sent and a new section in the back was created. The information on hand was used to complete this and should you choose to change something, please advise me accordingly.

Credit Union News

10600 South Commerce Blvd.

Effective June 1 - August 31

SPECIAL USED CAR PROMOTION

1999-2000 @6% APR

2001-2003 @5.75% APR

The home equity special for closed end second mortgages has been extended to 7/31/02.

Membership Update:

Corrections: Creative Staffing
Correct Name: Venturi Staffing Partners

The Virkler Company

CEO: Ralph Adams

Employees: 52

Mueller Belting

New Name: Mueller Die Cut Solutions

AA Rep: Janelle Morgan

Employees: 70

Dr. DePietro

Continued from page 1

consultant and spokesperson to the vaccine department at SmithKlein Beecham.

As National Medical Director, Dr. DePietro has been actively involved in educating medical providers, marketing professionals and insurance adjusters. He has spoken in various regional and national forums on topics including issues in clinical medicine, medical risk management, drug testing in

industry, ADA, DOT and business related topics such as "marketing of a medical practice" and "customer service issues in medicine."

Dr. DePietro currently works in the Charlotte area for Concentra Medical Services, a national provider of Occupational Medicine services.

Advertise for One Half the Price! Advertise Your Business on the Internet

The Arrowood Association's web site has opportunities for Association businesses to advertise on the Association's web site.

Advertising on the Internet is more cost effective than a one spot ad in the newspaper or magazine, or TV or radio, and reaches a much larger audience.

Both "banner" and "box" ads available. Banner ads are displayed at the top of all Association pages. Box ads are displayed on the left side of all Association pages. The ads will link directly to advertiser's web site.

All banner and box ads will display on a rotating basis on all the pages of the site. Ads rotate between a fixed number of ads. The maximum number of ads will be based on the number of hits the site receives.

The size of the banner and box ads will be standard Internet ad sizes in "pixels." Banner Ad size = 468 pixels wide by 60 pixels high, maximum 10K in size. Box Ad size

= 100 pixels wide by 75 pixels high, maximum 4K in size.

If you already have a standard ad, it can be put on the site. If you do not have an ad already made, one can be designed for you.

Current rates are as follows:
Banner: \$50.00 per month—six month minimum—10% discount if prepaid for 12 months; Box: \$25.00 per month—six month minimum—10% discount if prepaid for 12 months.

During the month of June you can advertise on the Association's web site **for half the price listed above** with a minimum of six months.

If you wish to do so, please contact Frances Pegram at Awards by Frances, phone 704-583-2827, fax 704-583-2829 or PersonalizeIt@AwardsbyFrances.com. She will then put you in touch with Mari-Ann Taylor of Compact 2 Technologies to get your ad going. We hope many of you will take advantage of this MOST affordable and profitable advertising.

TECH TIPS

Data Protection

*Is your computer data protected?
Can you survive losing some or all
of the data on your computer?*

BACKUPS—Everyone, businesses especially, in addition to having virus protection, need to have backups of their computer hard drives.

You should have at least ONE COMPLETE backup of all the hard drives on your computer. Then, if there is a computer hard drive failure, or your computer becomes infected with a virus, you can use the complete backup to restore not only your data, but also your programs and program settings.

On a regular basis, you need to back up all your key data files. The frequency of this backup depends on how valuable the information is and how often it changes. You should always have **TWO** copies of all your backups — the most recent and the previous. In this way, if there is a problem with the most recent backup, you will at least have the previous backup. It would be a good idea to periodically check your backup systems to make sure they are working properly.

Backup copies should be kept in a safe place OFF SITE. If there is a physical disaster at your place of business, the backup could possibly be destroyed or damaged, leaving you with no way to recover your data.

The most common device for backing up computers is a tape drive. These come in different capacities and depending on the size of your hard drive, you may need more than one tape to back up your hard drive. If you don't have a tape drive on your computer, you can back up your data on floppy disks. Other options of backing up files are the zip drive/jaz drive and CD's, which hold more than a floppy but less than a tape.

THE KEY—**Can you afford to loose all the information on your computer and still stay in business?**

If you have any questions, please contact Mari-Ann Taylor of COMPACT 2 Technologies, at 803-548-1083 or e-mail mat@compact2.com.

Special Events

Abbey Groom, Chairman

Golf Tournament

Tee Time: 8:00 a.m., 1:30 p.m.

What will your involvement be?

Sponsor: (Eagle, Birdie, Hole or Per Person)

Volunteer of Time

More information will be coming soon.

We look forward to speaking with you or hearing from you soon!

If you just **"can't wait"** to talk to us, please call:

Abbey: 704-588-6590

Studio Displays Inc. or

Lain: 704-942-3028



CRIME WATCH

Identity Fraud Prevention Tips

- Guard your Social Security Number. Challenge anyone that asks for it, and determine exactly how it is to be used.
- Obtain a credit report twice a year to examine and check to see if there is any activity you are not aware of.
- Shred it or Dread it. Shred every piece of information that you throw away that has your identification. Bank Statements, Credit Card information, et cetra.
- Do not mail your bills from your mailbox. Red Flag bandits see an opportunity to take what is inside and use it against you.
- Secure your personal information in your home. Especially if you have roommates or have work being done from contractors.
- Determine who has access to your personal information at work.

Important Contact Information

- Equifax: 1-800-685-1111, www.equifax.com
- Experian: 1-800-397-3742, www.experian.com
- TransUnion: 1-800-888-4213, www.transunion.com
- Federal Trade Commission: 1-877-IDTHEFT

Must Employers Pay for Hours Employees Spend in Training?

Employers frequently give their employees opportunities to attend training programs, go to lectures, participate in seminars, and attend company meetings. Whether employees have to be paid for the time they participate in such activities all depends on the facts of the situation.

The Fair Labor Standards Act (FLSA) requires that employers pay employees for “hours worked.” Time spent at training that is “directly related to the employee’s job” is considered “hours worked.” Training is considered to be “directly related” if it is “designed to make the employee handle his [current] job more effectively.” Also, if the training or similar activity occurs during the employee’s regular working hours, even if not designed to help the employee be more effective in his current job, it will in all likelihood be considered “hours worked” for which the employee must be paid.

The Department of Labor has established four criteria that must be satisfied in order to not pay an employee for time spent in training. Attendance at training, meetings, or other similar activities does not have to be counted as “hours worked” if: 1. attendance is outside the employee’s regular working hours; 2. attendance is voluntary; 3. the course or meeting is not directly related to the

employee’s job; and 4. the employee does not perform any productive work on the employer’s behalf during such attendance.

With regard to the second requirement, and employee’s attendance will not be considered voluntary if the employee understands or is led to believe that not attending will adversely affect his or her present working conditions or continued employment or that disciplinary action will be taken for not attending.

With regard to the third requirement, attendance is “directly related” to an employee’s job if it is designed to make the employee do his or her job more effectively or to teach him something he needs to know to do his job. Training is not “directly related” if it is training the employee for another job or a new or additional skill not necessary for the current position. According to guidance on the FLSA contained in the Code of Federal Regulations, “Where a training course is instituted for the bona fide purpose of preparing for advancement through upgrading the employee to a higher skill, and is not intended to make the employee more efficient in his present job, the training is not considered directly related to the employee’s job even though the course incidentally improves his skill in doing his regular work.”

In reviewing the four criteria

above, it would seem that if an employee voluntarily attended a course outside his normal workign hours and did not perform any productive work on the employer’s behalf doing so, but the course was “directly related” to his current job, the employer would have to pay the employee for the time in training. This would impose an unjust result on employers, who often might not even be aware the employee was participating in such training or courses. As such, the Department of Labor has stated in its guidance: “If the employee voluntarily decides to attend an independent school, college, or trade school after work hours, the time is not hours worked even if the courses are related to his or her current position or you [the employer] pay for hte courses.”

Following the four criteria above should help employers resolve many of the issues they face when trying to determine whether employees must be paid for time in training, course, meetings, or the like. If you have any questions regarding the information presented in this article or its applicability to your employees, please contact Mason G. Alexander or Kevin J. Dalton, Ellzey & Brooks, PLLC, 201 S. College St., Suite 1400, Charlotte, NC 28244, telephone number 704-334-4565.

Limelight Tables

Carolina Business Technologies
Concentra Medical Services
Studio Displays



*Let's all do our part to put
litter in its place!*

Thanks Again!

The Board of Directors of the Arrowood Association Credit Union would like to thank all those companies that donated to our 2003 membership meeting. The luncheon was held at the Central Steele Creek Presbyterian Church on Thursday, March 13. Thanks to:

All-Star Packaging
Arjobex
Barloworld Handling LP
Boy Scouts of America
Carolina Fluid Component, LLC
Cognis Corp.
Comer Inc.
Delta Mold, Inc.
Etimex USA, Inc.
Falcon Metal Corp.
Harper Corporation of America
Holz-Her, US, Inc.
L&H Tech., Inc.
Marmon Keystone Corp.
Okuma America Corp.
Piedmont Dist.
Royal & SunAlliance
W.R. Bonsal

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



Arrowood Association 2002 Committees/Chairperson

2002 Officers

Committee	Chairperson	Phone #			
Education Liaison	Dorene Kutrubs Boy Scouts of America	588-4260 Ext. 449	President	Tim Shattuck Boy Scouts of America	588-4260 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	338-3825
Roads/Transportation	Ken Chapman 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 Awards by Frances	583-2827
Special Events	Abbey Groom Studio Displays	588-6590	Ex-Officio	Joel Randolph Randolph & Sons Builders	588-7116
Publicity/Public Relations	Shane Hughes Continental Tire	583-3881			
Newsletter	Carolynn Stebly Arrowood Association CU	588-6719			

Credit Union Corner – 10600 South Commerce Boulevard

NEED CASH? As about HOME EQUITY LOANS available at the Credit Union.

Closed End Home Equity Special (second mortgage) Available through 7/31/03

7 year term – 4.5% - 5% APR (based on LTV)



SPECIAL NEW CAR LOAN PROMOTION!!!

FOR QUALIFIED BORROWERS - NEW VEHICLE: 100% OF FAIR PURCHASE PRICE (PC CARBOOK) = (EXCLUDING TAX & TITLE)

5.25 % APR UP TO 48 MONTHS - 5.5% APR UP TO 72 MONTHS

FOR QUALIFIED BORROWERS - USED VEHICLES: FULL RETAIL VALUE 1-2 YEARS OLD = 6.5%

Signature Loans, Share Secured Loans, Land Loans and Visa Cards also available...Call today 704-588-6719.