



Honoring Mothers of All Ages



High School & College Graduates

COMPASS CAREER NAVIGATOR May 2019

MOTHERS' SPECIAL DAY

Mother's Day is a holiday honoring motherhood that is observed differently throughout the world, and Mother's Day 2019 occurs on Sunday, May 12, in the United States. The American celebration of Mother's Day was created by Anna Jarvis in 1908 and became an official U.S. holiday in 1914. Mother's Day traditionally involves presenting moms with flowers, cards and other gifts.

Celebrations of mothers and motherhood can be traced back to the ancient Greeks and Romans, who held festivals in honor of the mother goddesses Rhea and Cybele, but the modern precedent for Mother's Day is the early Christian festival known as "Mothering Sunday."

Over time this holiday shifted into a more secular holiday, and children would present their mothers with flowers and other tokens of appreciation. This merged with the American Mother's Day in the 1930s and 1940s.

The origins of Mother's Day celebrated in the United States dated back to the 19th century. Before the **Civil War**, Ann Reeves Jarvis of **West Virginia** helped start "Mothers' Day Work Clubs" teaching local women how to properly care for their children. The clubs later helped to unify a region of the country, still divided over the Civil War with former Union and Confederate soldiers, to promote reconciliation.

Many of us have fond memories of the love and support of our mothers when we were young. Mothers wore many hats: nurses, cooks, psychologists, teacher, etc. My own deceased mother, Mabel M. P. Keys Danford, became a bookkeeper when I started first grade. She was

a great example of good work ethics, while being a supportive mother. Be sure to convey your appreciation for all she has done. "Happy Mother's Day" to all mothers on May 12, 2019.



Mother's Day Celebration often in local churches.

MORE BUSINESSES WHO CHOOSE TO RESIDE IN THE CHARLOTTE METRO

I.Global Manufacturer of Machine Tools relocates U.S. Headquarters to Charlotte – **Porta North America** expands operations with North American Training Center for flexible production. This subsidiary of Italy-based Porta-Solutions S.p.A. is moving its headquarters from Newington, CT to southwest Charlotte. The facility will offer training in Lean Manufacturing practices for customers as well as any company in the production metal cutting industry, enabling them to better compete in the world marketplace. The expansion and relocation will create more than 25 new jobs and a \$3.5 million capital investment.

"The Charlotte region was selected for several reasons, including the world-class airport, strong economic growth and especially the skilled workforce," said Maurizio Porta, CEO of Porta-Solutions. "We

BUSINESSES CHOOSING TO BE IN THE CHARLOTTE METRO(Continued)

are excited to work closely with the area's technical schools to establish a collaborative relationship that will be both beneficial to our training center and the community."



II. Krispy Kreme is another corporation, who is moving a global regional office to Charlotte, NC. The building at 2116 Hawkins appears to be a former industrial building in the South End section of Charlotte near the Bill Lee Freeway, also known as U.S. 21.

[The company has indicated several times](#) its pledge to keep a global headquarters presence in Winston-Salem and about 460 jobs overall in Forsyth County. Company spokeswoman Cassandra Williams said the Hawkins site "is our address in Charlotte."

The company confirmed in a federal WARN Act notice [it was eliminating 90 jobs in Winston-Salem](#) by July as part of the reorganization initiative. Many of those jobs already have been eliminated.

Mike Tattersfield, Krispy Kreme's chief executive for the past 20 months, and his wife, Christine, spent \$1.37 million on Aug. 22 to buy a house off Lake Norman in Cornelius, according to real-estate records.

The Federal WARN notice relayed Krispy Kreme's "reorganization allows the company to meet anticipated business needs & global transformation, including the Charlotte office."

Sources have relayed that current headquarter's employees in senior

management, marketing, training, construction and design would be among those moving to Charlotte or being hired there, while headquarters jobs in finance and information technology would be moved to a smaller space in Winston-Salem.



Honeywell moves HQ to Charlotte, North Carolina from New Jersey

III. About 1,000 **Honeywell** employees will remain in New Jersey across six different locations, according to the company's press release. That number includes about 800 employees at the company's current headquarters in Morris Plains.

Honeywell spokeswoman Victoria Streitfeld said in a statement to CNBC that the company qualifies for state incentives each year based on how many New Jersey-based employees it retains, as part of a GROWNJ agreement.

"We are committed to the terms of GROWNJ and will continue to comply with the agreement," Streitfeld said. "There was no up-front GROWNJ payment to Honeywell — awards are made based on employment each year."

The \$40 million figure was reached by calculating the \$4 million received annually in incentives across the ten-year agreement. Honeywell is in the fourth year of the agreement, according to Streitfeld.

BUSINESSES CHOOSING

CHARLOTTE(Continued)

IV. Corning Optical HQ Tops Out

A new headquarters for **Corning Optical Communications** that will eventually house at least 650 employees has officially topped out.

The six-story, 182,170-square-foot office building is being developed at Riverbend Village, a mixed-use development in northwest Charlotte, by local real estate firm Beacon Partners. Beacon broke ground on the building [late last year](#) and plans for delivery in 2019.

Corning Optical Communications is relocating to northwest Charlotte from Hickory. The company, a \$3.5 billion segment of New York-based Corning Inc. (NYSE:GLW), struck a deal [in 2016](#) with Mecklenburg County to receive up to \$750,000 in incentives. The project could be eligible for up to \$3.2 million total in local and state incentives.

Corning's building is expected to be LEED certified when complete and will incorporate an all-optical network, which will include **Corning's optical fiber and wireless technologies**.

In addition, [Corning is expanding its fiber manufacturing facility in Concord and its cable facilities in Winston-Salem and Hickory](#). Corning also opened a fiber-optic cable manufacturing facility [earlier this year](#) in Newton that will employ up to 200. Statewide, Corning employs 4,000-plus.

Gensler is the shell building architect for Corning's headquarters. Balfour Beatty is the general contractor. LandDesign is the civil engineer.

SELF-EMPLOYMENT: "JUST THE FACTS"

If ever a fan of an old TV Show called "Dragnet", Sgt. Friday would ask for "just the facts, ma'am". Quite a number of people, finding themselves in a career transition, will mention the idea of becoming "self-employed". Many aren't sure about being serious but may want to see my reaction or

think the idea is more of a "long shot". However, more are giving this deep consideration. Since a large number of new businesses fail, **Compass Career** tries to share critical data to address this issue. If the person becomes more serious, or more persons are interested, we will provide a **"Self-Employment Workshop"** that is 3-4 hours long this month.

In our 25 years we have provided this venue multiple times with the understanding that we will share vital and basic information that should be known BEFORE a person commits to this career path. Being a Business Owner is a huge and costly commitment. Therefore, we try to help a person make an educated and informed decision.

Our [Self-Employment Workshop](#) does have a charge, as well as a useful and resourceful manual. We also invite experts from the major professional fields, which any owner will need to understand and/or hire someone with that expertise. Our purpose is to help a person with this strong interest to make the best decision for themselves. Some of these experts include a Business Attorney, Accountant, Commercial Insurance Rep, Website Expert, Marketing Rep, etc.

A Self-Employment Workshop is being arranged for late May 2019. If interested, you should contact Robyn Crigger at rcrigger@compasscareer.com. If you are contemplating this career path, please take the time and make the investment into receiving the "real facts". Go into this career choice with your eyes "wide open". Go to our website and register under events.

HOW TO KNOW WHEN TO RETIRE

More of our senior citizens are trying to decide when to retire. There are so many factors to consider: Health issues, understanding the choices of medical insurance, increasing costs of living, value and use of social security, other resources

HOW TO KNOW WHEN TO RETIRE (Cont.)

available for the retired, etc. It would be so helpful if our country would more easily and wisely share critical data to those who have worked for years in this country. All just want to live out our lives in dignity and with respect.

As our nation grows more diverse with a variety of cultures, religions, ethnicities, races, etc., our needs have grown as well. Many of our senior citizens have or will have physical and emotional challenges; many do not have families who can provide the needed support. All points must be considered as a person decides when to retire.

There may be multiple resources and advantages for the retired, but most don't know what those are or how to tap into them. In order for an eligible employee to know when would be a better time to retire and other key facts, an employer could help by hiring our firm to provide an "educational retirement planning forum".

Compass Career Management Solutions has provided such an educational venue for employees, when caring, responsible employers are willing to hire us to be their credible resource. Simply contact Robyn Crigger of Compass Career Management Solutions. We strive to be a dependable resource to our business community.

TWO IMPORTANT & NEEDED SERVICES: COMMUNICATION & LEADERSHIP TRAINING

If Employers and Business Owners want to REALLY help their organizations and make them healthier and stronger, increasing production and contributing to a positive future, they need to invest in at least two VERY IMPORTANT services: **Effective Communication Training** and a **Practical Leadership Training Program**. Both of these efforts would position their businesses to be much more successful.

Putting these off would be the BIGGEST mistake for any business. Both Communication

and Effective Leaders are huge impacts on a company's Bottom Line.

Too many Leadership Training Programs are designed with one type of personality and skilled person in mind. Yet, if you look at the many "good leaders" you have met, chances are they were different. Some brash, bold, and aggressive – others are soft-spoken and open-minded – yet others are polite but strategic, who take occasional risks, etc. With this in mind, a Successful Leadership Program should include some stable and strategic portions, plus some open and flexible sessions that allow for individuality, as well as other classes, that may offer some new programs with different approaches.

Compass Career Management provides a "**Phased Leadership Program**", which also addresses candidates with different levels of skills and experiences. This program allows for a candidate to enter the Leadership stage that mirrors that person's status. **Communication is the other area that substantially impacts the Bottom Line!** *Communication touches most areas in business.* Contact **Compass Career Management** to learn more and take your organization to the next level!

Compass Career Management Solutions is a *high integrity human-resources consulting firm*, addressing a variety of transitions, supporting employers & employees.

Our services include "proactive efforts" re: Outplacement, Leadership Training, Workplace Behavior, Effective Communication, Team Building, Career Transition Support Groups, etc.

Published by Robyn Crigger, CEO.



www.compasscareer.com; 704-849-2500

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