

YOUR OFFICE COACH

How to handle workplace birthday parties

Associated Press

Q: My staff seems to be having a problem with birthday celebrations. These used to be handled by a birthday committee, but that ended a couple of years ago. Since then, there has been no formal recognition of birthdays in the office. However, some people like to surprise their friends by bringing a cake to share.

I was recently advised that employees who never receive a cake are feeling left out, and it was suggested that we stop celebrating birthdays altogether. Personally, I don't see why anyone should feel excluded simply because other



MARIE G. MCINTYRE

people get cake from their friends. After all, these goodies are shared with everyone. What's your opinion?

A: Since you seem to be missing the point, I'm wondering whether you were one of those kids who was chosen first for every team and always asked to prom early. The fact is that these gatherings for cake have become popularity contests in which those with good friends have their special day recog-

nized, while others go unacknowledged.

Admittedly, this is a minor league matter about which some people may not care at all. But as a manager, you have to be concerned about any issue creating division in your group. Fortunately, this one has a simple solution, requiring neither the reinstatement of a time-wasting birthday committee nor the elimination of happy celebrations.

Inform your staff that individual birthday festivities are being replaced with a monthly event honoring everyone born during that month. Help them agree on a celebration strategy — sharing cake, having a group

lunch, or anything else you find acceptable. If friends still want to recognize a buddy's actual day, they are free to do so without fanfare.

Just be sure to draft someone with good organizational skills to keep an accurate record of birth dates. If the lack of a cake made people feel left out, being officially ignored could leave them seriously depressed.

Q: In recent years, my manager has become increasingly distant. Because he has been given additional responsibilities, he no longer has time to meet regularly or respond to emails promptly. He is basically unavailable unless there's a crisis.

Previously, I often requested his input to be sure I was on the right track, but now I only get feedback during annual performance reviews. Even though my appraisals are always glowing, the lack of communication makes me uneasy. What can I do about this?

A: Since you're getting outstanding reviews, this disconnect doesn't appear to have affected your results. Unfortunately, however, your manager's leadership style no longer matches your personal preference for supervision. Whereas some people would delight in being left alone, you're now feeling isolated and abandoned.

Given your boss' increased workload, a return to your previous relationship seems unlikely. Therefore, you appear to have a choice. Either find a job with more accessible management or adapt to your increased independence.

If you're missing collaboration, perhaps you can locate one or more mentors with whom to discuss your work. But if it's approval that you're seeking, remember that your busy boss is undoubtedly quite grateful that you require so little attention.

MARIE G. MCINTYRE is a workplace coach and the author of "Secrets to Winning at Office Politics." Send in questions and get your free coaching tips at yourofficecoach.com.

AGILE5

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"Those apps track what the wait times at each of those facilities are," Fritsch said. "We're doing that for both here in Morgantown and also at the WVU Urgent Care Centers that are based in the eastern panhandle."

As for what the future holds for Agile5, Fritsch anticipates expanding into more states, and potentially internationally.

"We've already added some additional people this year; so that's been exciting. It's been a nice growth rate."

When a promotion means paying more for health insurance

DEAR CARRIE: I was recently promoted to the management ranks at work. Much to my surprise, the promotion pushed me into a new benefits group that requires me to pay several thousand dollars more annually toward my health insurance to receive basically the same medical and dental benefits as I received in my previous position. My question is not about the legality of this, but rather, how common it is. People I have spoken with said they expected



CARRIE MASON-DRAFFEN

the benefits to be better up the ranks.

— Expensive Promotion

DEAR EXPENSIVE PROMOTION: The practice is not unheard of, but it's hard to determine how common it is.

Brian D. Sackstein, a

certified public accountant who specializes in the health care and non-profit services at Marcum, in Melville, N.Y., explained how you could wind up paying more for benefits as you move up the ranks.

Benefits are a recruitment tool, and in that mode, companies are willing to shoulder more of the costs, he said.

"In order to entice folks to work for the organization, [it] may pay a larger portion of the benefits'

overall cost," he said.

Then as those employees are promoted to management and are paid more, employers may contribute less toward those workers' benefits.

"It does happen," he said.

A second instance in which you might be asked to pay more for benefits after joining management depends on how wide the participation in the health plan is. The company may require managers to cover their own benefits if many members of the executive

team have outside health coverage, thus making it too costly for the company to maintain a health plan for them.

In short, what managers end up paying depends on their employer.

"It is company by company specific," Sackstein said.

CARRIE MASON-DRAFFEN is a columnist for *Newsday* and the author of "151 Quick Ideas to Deal With Difficult People." Readers may send her email at carrie.draffen@newsday.com.

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By Phone

304-291-9420

Long Distance (Toll Free)

800-654-4676

By Fax

304-291-9464

By email

classads@dominionpost.com

24 Hours-A-Day.

Don't forget your name, address and a phone number where we can reach you.

In Person or Mail

1251 Earl L. Core Rd.

Morgantown, WV 26505

Rates & Policies

1 day	\$2.40 per line	5 days	\$2.15 per line
2 days	\$2.30 per line	6 days	\$2.15 per line
3 days	\$2.20 per line	7 days	\$1.94 per line
4 days	\$2.15 per line		
Sunday/Skip Rate	\$3.67 per line		

Three Line Minimum

Add \$1.36 per line for Sunday advertisements for Post Extra

Advertisements placed under special packages may be cancelled early. However, the flat charge remains the same.

Three, six, and twelve month contracts are available for qualified commercial businesses.

Free Ads: 3 Lines for 2 Days Item(s) priced \$5 to \$100. Up to two items per advertisement. (2 items total of \$100). One advertisement per day per customer. Private party. No pets.

All ads must be prepaid

We accept

OFFICE HOURS

Call Monday - Friday 8:30 a.m. - 5:00 p.m.

ALL SUPERSAVER ADS ARE PRIVATE PARTIES ONLY. NO PETS.

Professional Service Directory

5 Line Minimum

7 Days \$1.35 per line per day

14 Days \$1.15 per line per day

30 Days \$1.05 per line per day

90+ Days .85¢ per line per day

Add .50¢ line for Sunday Advertisements for Post Extra

Deadlines & Hours

In-Column Deadlines

3:30 p.m. Friday for Monday Publication

3:30 p.m. Day before for Tuesday - Saturday Publication

11:30 a.m. 2 Days before for all Legals

3:30 p.m. on Thursday for Sunday Real Estate

3:30 p.m. on Friday for all other Sunday Sections

Display Deadlines

12:30 p.m. Wednesday for Sunday Real Estate Publication

3:30 p.m. Thursday for all other Sunday Publication

9:00 a.m. Friday for Monday Publication

3:00 p.m. Friday for Tuesday Publication

3:30 p.m. 2 days before for Wednesday - Friday Publication

12:30 p.m. Thursday for Saturday Publication

General

The publisher reserves the right to correctly classify, edit, reject or cancel any advertisement. Only standard abbreviations are accepted. Some classifications require keywording.

Adjustments

Please check your ad for errors the first day it appears. *The Dominion Post* makes every effort to avoid errors in ads, but will not be responsible for incorrect ads after the first day of publication, except when ads begin on Saturday or Sunday.

3 Day SuperSaver	14 Day SuperSaver	Auto SuperSaver
Item(s) priced \$2,000 or less. Must be prepaid. Private parties only. No pets, autos, fuel, coal or wood.	Item(s) priced \$5000 or less. Must be prepaid. Private parties only. No pets, autos, fuel, coal or wood.	Single vehicle. Includes cars, trucks, vans, SUVs, farm & heavy equipment, campers & RV's, motorcycles, ATVs, boats & snowmobiles.
3 lines for 3 days \$15	3 lines for 14 days \$23	4 lines for 14 days \$23

All in-column ads are included on our Classified Internet Website

Announcements 01

AMISH COUNTRY Bus Trip

Bus leaves Little Sandy Nazarene Church on Saturday, June 18th at 6:30 a.m. and will depart from Berlin, OH to return home at 5:00 p.m.

Itinerary for that day: Holmes County Flea Market, Berlin & Heini's Cheese Chalet & Country Mall

Cost is just \$40 a seat.

Call Lynn Wolfe at 304-290-7147 to purchase your ticket today.

Funds raised for this event go toward the Bruceton Band Tickets are non-refundable.

Announcements 01

BRUCETON BAND Fundraiser Bus Trip to New York City

Charter Bus will leave from Little Sandy Church of the Nazarene, located in Bruceton Mills on Friday, May 6th at Midnight and head to New York City.

You will have approximately 13 hours to explore New York City! Whether you like to shop, sight-see or catch a show, this is the trip for you!

\$100 a seat on a 56 seat passenger deluxe motor coach.

5:30 am Breakfast Stop 8:00 am Arrive in New York

Bus Departs NY to head home at 9:00pm

Call Lynn Wolfe at 304-290-7147 to purchase your ticket today.

Tickets are non-refundable. Funds raised from this event go toward the Bruceton Band

Lost & Found 06

LOST: black toy poodle, Lexy, Westover area. 304-376-3051

Help Wanted 10

CHESTNUT RIDGE PARK seasonal positions: **OFFICE STAFF, CLEANING PERSONNEL, and LIFEGUARDS.** Office and cleaning staff applications due 4/11/16, lifeguards due 4/18/16. Descriptions at ChestnutRidgePark.com or call (304)594-1773. EOE.

ON-AIR TALENT

West Virginia Radio Corporation and two-time National CHR Station of the Year WVAQ-FM in Morgantown WV is looking for an upbeat, fun, lively mid-day personality. This individual must be entertaining, community involved, interactive with live calls and social networking is a must!

Candidate should have previous on-air experience and knowledge of Wide Orbit Automation and Cool Edit Pro is a plus! If you are looking to work for a great company focused on live local radio in America's Most Livable Small City then please send demos (CD, MP3 format) and resume to Jodi Hart at jobs@wvradio.com. West Virginia Radio Corporation is an Equal Opportunity Employer.

THE CITY OF MORGANTOWN is hiring **videographers** to produce live public meetings for the Channel 15 Government Access Channel. Work includes operating three cameras for live television, as well as audio equipment, DVD recorders and audio/graphics software.

Videographers are paid on an hourly contracted basis. Previous experience working with video or audio equipment is preferred but not required. The rate of pay is \$9 an hour.

Generally, videographers produce one meeting each week. Work schedules are flexible and will vary each month depending on the number and length of meetings. Applicants must be available to work evenings on which the City's public meetings are held — usually Tuesday, Wednesday or Thursday nights starting between 5:30-6:30 p.m. A typical work evening can last anywhere from one to four hours.

Please send a resume and availability to Chelsi Baker at cbaker@morgantownwv.gov or drop off materials in the communications office on the third floor of City Hall.

Help Wanted 10

NOW HIRING

Full and Part time cooks, dishwashers, servers and cleaners. Year round OR summer only positions available. Competitive wages. Mario's Fishbowl and Full Bowl Catering. Apply at 704 Richmond Ave. or email fishbowl@mountain.net

Help Wanted 10

SALES ASSOCIATE position. Coni & Franc Ladies Apparel & Bridal. Experience preferred. Area Resident. Email resume to info.coni.franc@gmail.com

Help Wanted 10

MARK JONES GROOMING seeks to hire groomer, assistant and cleaning staff. Experience preferred. Apply in person or email jonesdogs@gmail.com

Help Wanted 10

HABILITATION SPECIALIST II

HS II positions are available in Monongalia, Preston, Harrison and Lewis Counties to assist clients with daily living skills within the home and community. No lifting is required. \$10.00 an hour to start and mileage reimbursement. Must have reliable transportation. Some evening and weekends. No degree required, training will be provided. Please email your resume to: cluzader@mulberystreetmanagement.com or mail to CCL, Crystal Luzader, 1097 Greenbag Road, Morgantown, WV 26508. Call 304-291-9066 x257 for more information. EOE/M/F/D/V

Help Wanted 10

GARAGE DOOR AUCTION

TUESDAY, APRIL 12, 5:30 PM

Held at: Fayette Co. Fairgrounds

132 Pechin Road, Dunbar, PA 15431

Take Rt. 119, 5 miles north of Uniontown, PA to Dunbar Road to fairgrounds.

Garage doors 8', 9', 10', 12', 14', 15', 16', 18' wide, residential and commercial garage door openers, garage door hardware, trim, track, and springs. For more information call 1-800-491-2575 or go to AuctionZip.com.

Terms: Cash, charge card and check with positive I.D. 10% buyer's premium will be charged. Tax will be charged unless you have vendors removed. All doors must be numbered 2 hours after completion of auction.

Owner:

SHOFF DOOR COMPANY

Jack Goodbar Complete Auction Service

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