September 2009

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Coachella Valley Economic Partnership’s Pathways to Success Program Awarded $1.4 Million to Continue College Scholarships

The Coachella Valley Economic Partnership (CVEP) announced a second year of funding from College Access Foundation of California to expand its Pathways to Success program of scholarships and support for low-income and first generation college students in the Coachella Valley. The $1.4 million grant from the foundation will help Pathways offer scholarships to approximately 300 students in the Coachella Valley in the coming academic year. Pathways to Success is a regional partnership of more than a dozen local organizations working to increase college access for young adults with financial need.

"Pathways to Success is a key element of CVEP’s strategy to build a college-educated workforce for our region," said CVEP President Matthew Cate. "This funding will help us continue to provide students with the support they need to succeed." 

Lake Arrowhead Resort Partners With the Warrior Foundation

The Warrior Foundation exists to assist, honor and support our wounded and disabled military men and women/service members/personnel who have so bravely served and sacrificed for our country. The Warrior Foundation was formed live on the radio airwaves by Rick Roberts, of KFMB Radio Station in partnership with the San Diego Navy League.

Chairman Ovitt responds to correctional facility closing

Recently my office, along with our County Sheriff and Probation Department, participated in a conference call with the California Department of Corrections and Rehabilitation (CDCR) Secretary, Matthew Cate. We were informed that the Heman G. Stark Correctional Facility in Chino would be shut down as a juvenile correctional facility and would be reopened as the third adult correctional facility in the City of Chino.

"Our local governments have continually been the last ones to know about these types of edicts from Sacramento. The state has failed once again to communicate with us when making this decision. It is disappointing that more prisoners are going to be placed in an aging facility that was never meant to hold them," Supervisor Ovitt said. "Last week the State Senate voted to release more than 27,000 inmates and now this occurs. Our communities are being put in danger by Sacramento’s inability to balance its own budgets. To even contemplate releasing that many prison inmates in this economy with unemployment at more than 14 percent would never have been the last ones to know about these types of edicts from Sacramento. The state has failed once again to communicate with us when making this decision." The suit, which was filed in the Northern District of Illinois, alleges that Wells Fargo unlawfully failed to accurately assess the value of customers’ homes before concluding that there had been a significant decline in property value.

"Even putting aside the fact that what they are doing is illegal, there’s no justification for denying people these secured credit lines in favor of unsecured high-interest credit cards," says attorney Jay Edelson, whose law firm, KamberEdelson LLC, filed the suit and has previously filed similar class action lawsuits against JPMorgan Chase.
Some People Say The Nicest Things.

HealthGrades, the nation's leading independent health care ratings company, analyzes more than 5,000 hospitals across the country. And these objective ratings have all kinds of great things to say about Pomona Valley Hospital Medical Center.

Our people are always working to provide the best in health care and treatment for the community. And we’re pleased that an independent source shows our results are among the best. Because, after all, modesty forbids saying so ourselves.

2009 HEALTHGRADES RECOGNITIONS:
RANKED AMONG THE TOP 5% OF HOSPITALS IN THE NATION FOR OUTSTANDING PATIENT EXPERIENCE

Maternity Care Service Excellence Award™ — Ranked among top 10% of hospitals nationwide in Maternity Care

Highest possible Star Ratings for:
Five-Star Rating — Heart Failure
Five-Star Rating — Septic
Five-Star Rating — Appendectomy
Five Star Rating — Maternity Care
Five Star Rating — Women’s Health
Five-Star Rating — Community Acquired Pneumonia

Accepex Receives SBA Honor

The district office of the U.S. Small Business Administration announced the selection of Accepex Management Corporation in Montclair as a Minority Enterprise Development Week honoree. Henry C. Rhee, CEO of Accepex Management Corporation, has been named 8(a) Graduate of the Year.

Karen Burgess, SBA’s head of the District’s 8(a) department said, “Accepex Management Corp. has made great strides in the federal contracting arena, and, specifically through the SBA’s 8(a) Business Development Program. Through hard work, diligence, and, perseverance, Accepex Management Corporation is a true testament of the entrepreneurial spirit.”

Accepex is a leading maintenance, repair, and operations, and services company serving clients in both government and private sectors. Founded in 1989, Accepex is highly experienced in base operations and maintenance, hospital operations and maintenance, military family housing maintenance and repair, custodial and related services, mechanical maintenance, and facilities operations and maintenance. With a highly experienced staff, Accepex is able to expertly manage multiple, high dollar value contracts in various locations throughout the country efficiently.

The company entered the 8(a) program in 1999 with 112 employees. In the years spent in the program, Accepex has grown to 570 employees and has earned 8(a) federal government contracts totaling $20 MM. The company also obtained an SBA loan of more than $1 MM, which it has since paid in full.

Unemployment Commentary

By Senator Robert Dutton, 31st District

While the liberals in the California Legislature continue to try and figure out new ways to let dangerous felons out of prison early, law-abiding citizens continue to lose their jobs at an alarming rate — particularly in San Bernardino and Riverside Counties.

Unemployment in these two counties reached a record high of 14.3 percent, far exceeding the state unemployment rate of 11.9 percent.

In Riverside County the unemployment rate for July stood at a staggering 14.7 percent, up from 13.9 percent in June, with 33,800 people out of work. The employment picture in San Bernardino County was only slightly better as the unemployment rate for July stood at 13.9 percent, up from 13.6 percent in June. The California’s Employment Development Department figures released showed 122,000 of the county’s 789,600 workforce unemployed.

In June alone the state of California lost another 33,800 jobs and in the last 12 months the state has lost more than 760,000 jobs according to the EDD.

Instead of making it easier for dangerous felons to be released from prison early, California legislators should be exploring ways to help lift the burdens we have placed on businesses in this state — burdens that contribute significantly to our state’s unemployment rate.

Because California is the most expensive and restrictive place to do business, it is not surprising that while the national unemployment rate actually improved slightly last month, California’s unemployment rate continued to worsen.

As the Legislature considers hundreds of pieces of legislation, I will continue to vigorously oppose any piece of legislation that would cost even one more private sector job in California.
EDITORIAL: Our View: Release Permits for Expansion

It's an absolute travesty that up to 2,000 businesses cannot expand and add jobs because the courts have ruled the regional air pollution agency can't issue them permits.

That's right. As Southern California suffers through the worst recession in 20 years, the regional air pollution agency has unilaterally blocked more than $70 billion in stimulus money, businesses, public agencies and utilities have not been allowed to proceed with already approved projects because of an air pollution permits application. This is simply absurd.

This time, we can't blame the Legislature. That's because one brave soul up in Sacramento, Sen. Rod Wright, D-Los Angeles, has a bill that cuts through red tape and allows permits to flow freely. Curiously, Wright's SB696 had not yet been given a hearing date before the Senate Environmental Quality Committee. We're asking Mayor Monday and quick approval of the bill. There may be 65,000 jobs on the line in construction and other industries hit hard by the recession.

The problem is complex and convoluted—a lot like the situation your average California business encounters when trying to expand. Every business or agency with a project that produces uncontrolled smog-forming gases must obtain emission-reduction credits in the form of a permit, according to a system set up by the powerful South Coast Air Quality Management District. The district banked credits whenever an old plant closed down or was refurbished with cleaner technology; it would give those away proportionately so that no additional smog-forming emissions are added into the air basin. In the past, these credits were handed out for free by the AQMD to a developer in 1989 because the cost of buying them on the market is prohibitive. For example, the cost of adding a tortilla fry oven is $1.5 million—and for the off-site, non-locally generated toxic.
Golf Courses in the Inland Empire

<table>
<thead>
<tr>
<th>Course Name</th>
<th>Location</th>
<th>Year Built</th>
<th>Course Architect</th>
<th>General Manager</th>
<th>Phone</th>
<th>Fax</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canyon Springs B.V. Resort</td>
<td>23341 Broken Arrow Rd.</td>
<td>1988</td>
<td>Robert Jones</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
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</tr>
<tr>
<td>Canyon Country Club</td>
<td>33137 Arrow Hwy.</td>
<td>1960</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>Canyon Crest Country Club</td>
<td>33317 Arrow Hwy.</td>
<td>1960</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>Colton Golf Course</td>
<td>43755 S. Colton Ave.</td>
<td>1964</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>Corona Creek Golf Club</td>
<td>33069 Penn St.</td>
<td>1960</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>Dana Point Country Club</td>
<td>22660 Dana Pkwy.</td>
<td>1960</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>Desert Dunes Golf Club</td>
<td>33069 S. Colton Ave.</td>
<td>1964</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>Desert Willow Golf Resort</td>
<td>33079 S. Colton Ave.</td>
<td>1964</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>Eagle Glen Golf Club</td>
<td>33069 S. Colton Ave.</td>
<td>1964</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>East Valley Golf Club</td>
<td>26254 Chapman Dr.</td>
<td>1960</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>El Prado (2 Courses)</td>
<td>33069 S. Colton Ave.</td>
<td>1964</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>El Rancho Westwood Club</td>
<td>33079 S. Colton Ave.</td>
<td>1964</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>El Dorado Country Club</td>
<td>23845 E. Arrow Hwy.</td>
<td>1960</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>Empire Lakes Golf Course</td>
<td>33069 S. Colton Ave.</td>
<td>1964</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>Forest Glen Country Club</td>
<td>33230 Arrow Hwy.</td>
<td>1960</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>Green River Golf Club</td>
<td>34755 Green River Rd.</td>
<td>1979</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>Heritage Palms Golf Club</td>
<td>38720 Heritage Palms Dr.</td>
<td>1960</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
<tr>
<td>Horizons Golf &amp; Country Club</td>
<td>33460 Arrow Hwy.</td>
<td>1960</td>
<td>Larry Ramvik</td>
<td>Larry Ramvik</td>
<td>(909) 773-7717</td>
<td></td>
</tr>
</tbody>
</table>

* n/a = not applicable; NA = Not Available; Yes = Yes. The information in the above list was obtained from the course. The list of information may be incomplete or inaccurate. Additional course information is available from the course itself at its website. Links to each course within the list are provided. The addresses are for the course only and not a course website. The contact information is the best information available for each course. Any information, including phone numbers, is subject to change without notice. Email addresses are not available. The above list is not exhaustive. It is the best information available at the time of this publication. The above list is not exhaustive and may be incomplete. Additional information is available from the course website. The information is subject to change without notice. Email addresses are not available. The above list is not exhaustive and may be incomplete.

Car Maker to Manufacture Electric Cars (and Jobs) in Moreno Valley

Green will be coming to the Inland Empire in more ways than one. A Riverside County firm and a South Korean electric car maker asked a deal to manufacture electric vehicles at a factory in Moreno Valley, creating a new "green" jobs.

"This is a win for the county and the residents who will eventually have an opportunity to work at this facility," said Riverside County Foreign Trade Commissioner Tom Freeman. "Having Riverside County selected to host another international firm is significant in many ways—job creation for one," he added. "And it tells us that international business development teams are investing in Riverside County because we offer a business-friendly environment."

According to Freeman, CT&T United, a South Korean firm that produces electric vehicles and batteries, has reached an agreement with an American subsidiary of CT&T United, to use the company's vacant plant along Interstate 15 to turn out electric cars.

Sidebar

CT&T United announced plans in July to establish production and distribution facilities in the western and southeastern United States, employing around 2,600 domestic workers over the next five years. The company said it would build "multiple facilities" in California, Georgia and the Carolinas. The vehicles are expected to go on sale in 2010.

CT&T United is a U.S. based subsidiary of CT&T Korea. A spokesperson said, "We're looking favorably (at Georgia)," said Joseph White, CT&T chief operating officer.

CT&T plans to build "city drive," mid-speed, high-speed and utility vehicles as well as a variety of e-Zones. The company is working with Japan-based PUES Corporation to design, test and sell inverters and in-wheel motors for electric vehicles worldwide.

CT&T Korea will market its batteries and components to after-market customers. CT&T's successful collaboration with South Korean universities in developing low-speed EVs will be replicated with foreign universities to develop highway-capable EVs. The success of the CT&T United venture depends largely on this last development as American consumers want EVs that move faster than 35 MPH.

The vehicles, about the size of golf carts, will range in price from $8,000 to $16,000, according to the company. Because of their size, the EVs are restricted to city streets and cannot be driven on freeways.

Sidebar

STIMULATE YOUR SALES
BY REACHING MORE POTENTIAL CUSTOMERS

BROADER IVY SALES TERRITORY
WITH BUSINESS CONNECTIONS IN ALL OF SAN BERNARDINO AND RIVERSIDE COUNTIES

NO ONE COVERS THE INLAND EMPIRE LIKE THE BUSINESS JOURNAL
ASK ABOUT OUR YEAR END STIMULUS PROGRAM
Motivating and Inspiring Your People in Difficult Times

By Chris Witt

These days, if you’re a leader of any type, you can’t simply order people around and expect them to do what you want. They may follow your directions, if you are watching, but once they’re left on their own they’ll go back to doing what they think is important.

Leaders today, more than ever before, have to win people’s cooperation. And these are two main ways of doing so: motivation and inspiration. Although the two words are often used interchangeably, they actually mean quite different things—depending on what you want to achieve.

Motivation is about moving people to act in a way that achieves a specific and immediate goal. When you’re motivating people to do something they may not necessarily want to do, you have to offer them something they want in return.

When coaches give their teams a pep talk during a game, they are using motivation. They want their players to change back onto the court with renewed energy and focus, even though they may be too tired or disheartened to try. Their reward? Victory.

To motivate your people:

• Tell people exactly what you want them to do.

Motivation is all about getting people to take action, so don’t be vague. Avoid generalities like, “I want everyone to do their best.” Say, instead, “I need you to come in early this weekend so we can get this project done on time.”

• Limit the amount of time or effort that you’re asking for.

It’s easier to ask people to work late one night or even every night for a week than to expect them to work late indefinitely. Set an end date.

• Share in the sacrifice.

Leaders don’t ask people to do what they themselves aren’t willing to do. Don’t tell your people to work over the weekend if you’ve got plans for a spa day. Roll up your sleeves and share the load.

• Appeal to their emotions.

Fear focuses people’s attention and can be an effective motivator. (“If we don’t get this done right now, we’ll all lose our jobs.”) But if you keep resurfacing fear, you’ll end up de-motivating people. People are also motivated by positive emotions like excitement, pride, a sense of belonging, and the thrill of achievement.

• Give people multiple reasons for doing what you want them to do. You can give your own reason and the organization’s reason for requesting the action. “If we don’t get this project completed on schedule, we’ll lose the contract.” But the best reason of all is: people. You would be wise if you could give your people extra days off or even a bonus. Or you may talk about something as intangible as the camaraderie that comes from having achieved something important together. But things being as they are, these days the best you may be able to offer is the hope that they won’t lose a job.

Inspiration, on the other hand, involves changing the way people think and feel about themselves so that they want to take positive actions. It taps into people’s values and desires. Commencement speech—

— the best ones, at least—inspire their audiences. They talk about the challenges the graduates will face, either personally or collectively, and the possibilities of making a difference, inspiration appeals to the best aspirations of people, and its underlying, often unspoken message is “You can become what you want to be.” No reward is promised, other than the reward that comes from within; the sense of personal satisfaction.

Motivation and inspiration aren’t the sole province of professional writers and authors. They’re tools leaders use all the time—in one-on-one conversations, in meetings, and in formal presentations—to bring out the best in their people. It’s just a matter of knowing the right time and the right situation.

When there’s an immediate, short-term, and specific goal that you want your people to achieve, you need to motivate them. When you want to shape people’s identity and their long-term aspirations and ambitions, you need to inspire them.

Antoine de Saint-Exupéry, the French aviator and author, of “The Little Prince,” wrote, “If you want to build a ship, don’t drum up the men to gather wood, divide the work and give orders. Instead, teach them to yearn for the vast and endless sea.” Sometimes you need to do both. You need to redirect and organize people to do a specific task—to build a ship according to specs, on time and on budget—and sometimes you need to activate people’s desires and stand aside. Who knows, you may be surprised by what they do.

For additional information, contact the author at 619-295-3441 or visit www.witcom.com.
In the beginning was the Word. Microsoft.

Combined with the Powerpoint and Excel spreadsheet programs, it became Microsoft Office. That began other productivity programs, like Outlook, from other software companies.

The ClarkWorks word processing program became AppleWorks and is now a part of iWork. (iWork consists of Pages, the "intuitive" word processing and page layout program. Numbers, the "surprisingly powerful spreadsheet" and Keynote, the "incredible presentations" program.)

Of course, the Microsoft Office has been available in MAC format for some time now. As we have reported earlier, there are many who think the MAC version of Word is actually better than the PC version. Best of all, the whole thing works cross-platform. That means that those people who are PC should be able to read what I send from my MAC.

Truth to tell, that doesn't always work. I don't know why. Maybe something to do with my AOL. It may be I am running Office for MAC on an older edition. Nonetheless, the iWork program promised you that you can open Microsoft Word, Excel, and PowerPoint files in iWork. You can also create documents as a Word, Excel or PowerPoint file. You can also create a Word document as an Excel file or PowerPoint file within iWork. If you know an Adobe format that works like a photo, the file cannot be changed or edited from the PDF. It is what it is when it comes out. I find that using PDF eliminates the problem of "I can’t open your file."

What the "iWork" programs are large on is animation. Moving words and objects in order to make your presentations get attention. Pages 09 offers over 180 templates.

Keynote, the Apple version of PowerPoint, offers the Magic Move animation function as well as 3D chart animation.

If the "iWork" package is the alphanumeric program, the iLife package is for the other side of the brain. It handles the more.

But the big news this year is the facial recognition program, just like the FBI and Homeland Security track. Although, perhaps not quite as sophisticated as it can pick out all on your pictures of your mother's picture. It may also include her sister and a woman from the last trip to the Queen Mary who has the same hairstyle, but you can delete those and tighten the focus. It can even pick out your cat. Just me to make a file of photos on him.

Its GPS function also can collect pictures by geography. All of those Queen Mary photos can be brought together and separated from all of these Paris, France photos. Should you wish, you can attach your photos to Facebook and/or Flickr, as well as create slideshow themes and travel books. That boats boring the neighbors with a 2-hour slide show. iLife's GarageBand started as a sweet little recording program that would let you lay down a vocal track and add your instrumentation and then mix everything together. In the '09 packages, GarageBand still does, but you can even go through and see how the computer tells you what month and year you are in.

In today's economy, many meeting planners feel that they have their hands tied. They want to create a memorable event for their clients, but they know they have to be more mindful than ever of expenses. They also have to watch perception. So even if they stay under budget for their meeting, if attendees perceive the event to be filled with wasteful spending, then all their hard work will fail.

Unfortunately, the "entertainment" is often the area that people cut corners on during their planning. They perceive entertainment as a luxury item that they can eliminate or get by for very cheap. In reality, your entertainment is the one thing you should never cut, so no matter how meager your budget.

Why? Because the entertainment is memorable. It is what people will remember. It's what evokes emotions and memories in people. It is what brings people together and what ultimately strengthens your brand.

Essentially your entertainment can be anything...a comedian, a motivational speaker, or anything that you think will help your event. And yes, sometimes you hire an act for pure entertainment purposes only and then that act will deliver a message, but that entertainment must also match your company's image.

The bottom line is that people won't talk about the signs or the centerpieces after the entertainment event, but they will remember and tell stories about the entertainment, as that's what delivers the "wow" factor and meeting and tell stories about the entertainment, as that's what delivers the "wow" factor and meeting.

So whether you're planning an internal company meeting, an association trade show, or an event for the general public, there is a need to follow the steps that follow when creating a memorable event...without breaking the bank.

1. Look in your entertainment first.

Most people do this step backwards. They first decide on their location, food, centerpieces, etc. and then try to hire their entertainment with whatever money is left over. But if you're paying more for your cheese plate than for your entertainment, you're making a big mistake. Your entertainment is what moves people to action, you need to make finding just the right person/act your first priority. You can always scale back your food or simple centerpieces, because attendees really don't care about those things. They care about the message they walk away with—and that's what your entertainment provides.

2. Look for entertainment that is "self-contained."

If possible, hire a one-man/woman show as opposed to a band or group that requires several people to perform and to operate the sound. Aside from the cost, you run the risk of the act coming up short or being cut to save money. attendance typically costs more than a single person act, you also don't want them to keep this up and worry about making sure the attendees.

One person show also goes a long way toward perception. Your audience will naturally assume a multi-person entertainment act is more expensive than a single person performing. Therefore, this is one sim to say that you will get more bang for your buck and a lot fewer headaches in the process.

3. Hire someone unique.

Rather than simply hire a "comedian" or a "speaker," get specific with what you really want. You likely want someone who can help you deliver a targeted message and who has a certain style that matches your company's image. Do your research to find that person. For example, if your company is fitness-oriented, you'd likely want someone who does high energy performances rather than someone who is more subdued. When you spend the time to find an entertainer who can enhance your company's brand, you help create that "wow" factor for your audience.

Also remember that corporate entertainment is completely different from regular entertainment. An audience for a night club or cruise ship act will be much more relaxed than a business audience. Corporate people are less likely to speak your language—use acronyms and to name drop. They'll be much more critical of whoever is performing. Therefore, your goal is for attendees to say, "That entertainer was perfect for us."

4. Look for rising stars.

There are countless entertainers who are not household names (and who don't have the extravagant price tag attached to those names) but will still do a fantastic job. These are your rising stars. Find these people and you'll look like a hero. Just because you can't afford to pay $20,000 for a well-known performer doesn't mean you can't have a good show. Ask around, be specific in your search, and you'll find the person who makes everyone say, "Wow! Where did you find this guy?"

5. Don't forget the MC.

Continued on page 39
JOBIND.COM Acquires the Cheesman Group

Jobing.com announced its acquisition of The Cheesman Group, including the recruitment industry’s leading third party news and opinion Website, Cheezhead.com. The financial terms of the deal were not disclosed.

As part of the acquisition, Cheesman Group founder, Joel Cheesman, a recognized expert in the field of recruitment and interactive marketing, will be joining Jobing.com as senior vice president. Cheesman will be focusing on enhancing the organization’s activities with online marketing including SEO, video publishing and interactive marketing.

“There’s no question that Joel is one of the strongest thought leaders in our industry, and he brings a lot of expertise and knowledge to the team,” said Aaron Matos, founder and CEO of Jobing.com. “His experience in online marketing and his extensive involvement with multiple job boards and recruitment related ventures, makes him a huge asset to the Jobing.com team. We are excited to have one of the most respected and knowledgeable players in the industry join us in providing great information and resources to our clients.”

“My knowledge and experience can obviously help Jobing grow in a variety of different ways,” Cheesman stated, “My immediate focus will be to use my skills to help the organization enhance its online marketing initiatives and to help Jobing advance its interests and provide better service for its clients and target market. I have a lot of respect for Aaron and his team and I’m looking forward to combining our organizations to better serve the market and continuing Jobing’s growth.”

The company plans changes for the Cheezhead.com Website to align it with Jobing.com’s overall mission and objectives to connect local communities and businesses with candidates and job seekers.

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Credit Card No

Signature

Company

Name

City/State

Zip

Phone

Make checks payable to: Inland Empire Business Journal

$24 per year

Total Cost

Name:

City/State:

Zip:

Phone:

Inland Empire’s Largest Hotels

Note: The list contains hotels with 100 or more rooms. It is not an attempt to cover all hotels and motels in the Inland Empire.

Inland Empire’s Largest Hotels ranked by number of rooms

Hotel Address City/State Zip

La Quinta Inn & Suites 12995 Lakeway Dr Rancho Cucamonga CA 91730

Holiday Inn Express & Suites 7840 Palm Desert Blvd Palm Springs CA 92262

Courtyard by Marriott 1010 E Palm Canyon Dr Palm Springs CA 92262

Resoluntes Extended Stay Preston 5070 shares Rd. Palm Desert CA 92260

Plaza Suites 4200 Pete Youtube Rd Indio CA 92203

Premier Inn 42215 Mission Ave Temecula CA 92590

Hyatt Grand Champion 3225 Sunny St Long Beach CA 90816

Westin Mission Hills Resort 76713 Paseo Del Paseo Rancho Mirage CA 92270

Doubletree Guest Suites 15000 Rancho Rd Rancho Mirage CA 92270

Ramona Lodge Resort 423 E Ramona Rd Ramona CA 92065

Palm Springs Marriott 441 E Palm Canyon Dr Palm Springs CA 92262-4402

Westin Desert Princess Resort 76713 Dunes Dr Rancho Mirage CA 92270

Warner Palm Springs 431 E Palm Canyon Dr Palm Springs CA 92262

Aqua Caliente Resort USA 209 W Mission Rd Rancho Mirage CA 92270

Hilton Ontario Airport 2430 E Green River Rd Ontario CA 91761

Oakland Airport Marriott 7777 E Katella Ave Fullerton CA 92835

Doubletree by Hilton Hotel 5131 E Frieders Dr Fullerton CA 92832

Holiday Inn Express & Suites 7695 E Imperial Hwy Rancho Cucamonga CA 91730

Hyatt Regency 650 E 7th St Ontario CA 91761

Holiday Inn Express 650 E 7th St Ontario CA 91761

Ramada Inn 2020 W 7th St Ontario CA 91761

Comfort Suites 201 W 7th St Ontario CA 91761

Chain

Room #.

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Lake Arrowhead... continued from pg. 1

Council.

From the seriously injured, to those suffering from the exposure to blasts from IED’s, to those who are in physical therapy and those who have been medically retired, the Warrior Foundation assists these men and women in a wide vari-
ety of ways. The Warrior Foundation has no salaries or administrative fees so 100% of all monies raised and donations given go directly to the War-
riors.

As a very special thank you to those serving our country, the Lake Arrowhead Resort and Spa is offering a complimentary one or two night mid-week stay to all servicemen and women who are part of the Warrior Foundation.

This offer is valid Sunday through Thursday through Dec. 30, 2009. This offer is based on availability.

Custom-Built... continued from pg. 3

Custom-Built Metals’ Vail shingle prod-
ucts falls under the direction of newly hired Mike McNich, national sales distribu-
tion manager, who for the last eight years worked solely with roofing distributors in the Western United States.

Unique in the marketplace, Vail Titan Select metal shingles are an Energy Star-rated prod-
uct, with most colors currently approved by the Cool Roof Rating Council (CRRC) as part of an overall ratings program from leading ‘cool’ coating company PPG. This new CRRC rating qualifies the majority of colors offered by Custom-Bilt Metals for tax credits as well as enabling valuable points toward green building ratings such as LEED certification.

To learn more about Custom-Bilt Metals’ Vail line of metal and copper shingles and other energy-efficient products, log onto www.custombiltmet-
als.com/products.

For more information visit www.habitatpomona.org or call (909) 596-7098
Donations to Pomona Valley Habitat for Humanity can be mailed to:

2111 Bonita Avenue, La Verne, CA 91750

Dr. Mcinnis, 805-512-1341

Matthew J. Pugliese

Pomona Valley Habitat for Humanity
2111 Bonita Ave.
La Verne, CA 91750

Phone: (909) 596-7098
Fax: (909) 596-7108

For more information visit www.habitatpomona.org or call (909) 596-7098
Donations to Pomona Valley Habitat for Humanity can be mailed to:

2111 Bonita Avenue, La Verne, CA 91750
Community Banks Play Key Role in Local Economies

Community banks play an integral role in communities across the state and nationwide, providing liquidity to local economies and significant benefits to the health of regional economies. For those who understand the space, one is hard-pressed to find someone more experienced in this field than Natzic & Youngberg.

Natzic, who has been serving clients in the financial services industry since 1994, is a senior vice president in Stone & Youngberg’s Community Bank Group. He follows the portfolios of nearly 70 California community banks, providing liquidity and detailed analysis of the space to a vast number of retail and institutional clients. Natzic is widely regarded as one of the industry’s leading experts in community banks. Prior to Stone & Youngberg, Natzic was an executive vice president for The Seidler Companies in their Community Bank Group, where he was also a member of the firm’s Executive Management Team and Advisor Council. He is often quoted by media and widely known among the public speaking circuit.

Natzic believes that community banks are an integral part of our economy. “Community banks are a different animal than the larger financial institutions,” says Natzic. “These banks know their clientele very well. They live and work in the same communities, and they tend to have a closer relationship with their client base. As such, they are able to make a better determination of client need and creditworthiness, providing liquidity to those whose needs are not met by larger financial institutions. This is critical to the health of local economies and communities across the country—and never more so than when larger financial institutions have tightened lending in recent times.

At the height of the mortgage crisis, many community banks failed to take a hit as severe as their large financial counterparts. Why? Many community banks were only minimally exposed to residential real estate. As a former mortgage broker, Natzic has an informed perspective on the current economic situation.

“Although we’ve seen some exceptions, by large in the majority of community banks have been able to dodge the bullet in this environment,” says Natzic. “More importantly, they were only minimally exposed at the same time, the sales tax will jump a big: up one percentage point to 6.6% in 2010 and 2011 (year three), it will fall back down to 6.1% and in year four. But the change is significant, it will reduce the big billion deficit in California, that is what is known as a rounding error, as its spending grew that will reduce the sales tax hike—which the Wall Street Journal said, ‘Arizona’s has the chance to be the anti-California, closing the budget deficit by rely on the economy’s growing.”

Arizona and Anti-California Legislation

Arizona Governor Jan Brewer is preparing to hear that state put the Tax Foundation’s research into action. Part of her budget proposal is to cut the state’s corporate, property and personal income taxes with purpose toward reducing the property taxes. Arizona’s governor Brewer has said, “We need to focus on: first, the sales tax hike—the Wall Street Journal said, ‘Arizona’s has the chance to be the anti-California, closing the budget deficit by relying on the economy’s growing.”

The Legislature did not have the guts to advise outright, opting instead to continue debate over the entire budget package, but they still have an opportunity to do the right thing by their taxpayers and, the state itself, and their residents.

In business and in life, always have a choice. You can continue to do things the hard way, the usual way, the way you’ve always done them. Or, you can do things your way— the way you were made to do them. The key is to identify, maximize and leverage your unique personal strengths so you can be an effective, higher achieving leader. When you focus on your strengths, you do things your way based on where you naturally excel. To begin finding your strengths, ask yourself these questions: Where are you especially talented? What do you do that you love? What do you do that you recognize for? Given the freedom to do things your way, how do you do them?

They become disconnected from their work.

To be successful, you need to connect not only to your work, but to the people around you. It is important to your quality of life and the lives of others. By investing just minutes a day in connecting with others, you can create the conditions for exceptional leadership results. The fact is that every day, millions of people drive to the fast lane and race their lives away—ironically missing the fact that everything theyValue most is right in front of their faces. Long before their life is actually running them into the ground. The work weeks get longer, the stress levels rise, and talented leaders burn out or move on. It doesn’t have to be this way.

So as you go forward into the future, know that every step you take to improve your leadership is going to enrich your life and the lives of others. By becoming a successful leader, you will be on the path to becoming the kind of leader who changes the world.

The Five Ways Leaders Lose Their Edge

By Joelle Jay, Ph.D.

The Five Ways Leaders Lose Their Edge

Type 1. They ignore change.

After you decide where to focus your energy, clear vision not only for the company. When you focus on your strengths, you do things your way based on where you naturally excel. To begin finding your strengths, ask yourself these questions: Where are you especially talented? What do you do that you love? What do you do that you recognize for? Given the freedom to do things your way, how do you do them?

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The kind of leader you follow ... The kind of leader you be on 00
### Golf Courses in the Inland Empire

<table>
<thead>
<tr>
<th>Course Name</th>
<th>Manager, C/O Or Other Types of Course Membership Fees</th>
<th>Green Fees</th>
<th>Length of Course (Ft.)</th>
<th>Year Built</th>
<th>Course Designer Reservation Phone</th>
<th>Top Local Pro or Manager</th>
<th>Phone/Ext. E-Mail</th>
<th>Note</th>
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<tr>
<td>River Edge Golf Course</td>
<td></td>
<td>$30.00</td>
<td>6,109</td>
<td>1969</td>
<td>J.C. Bowes (760) 326-7071</td>
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<tr>
<td>220 East Mead Ave, Norco, CA</td>
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<tr>
<td>North Golf Club</td>
<td>Members Yes</td>
<td>$35.50</td>
<td>6,017</td>
<td>1950</td>
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<td>200 South Mead Ave, Norcross, CA</td>
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<tr>
<td>Oak Valley Golf Club</td>
<td></td>
<td>$35.50</td>
<td>7,003</td>
<td>1970</td>
<td>Keung Chang (909) 679-0311</td>
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<tr>
<td>1900 Churchmen Dr, Beaumont, CA</td>
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<tr>
<td>Palm Grove Resort</td>
<td></td>
<td>$50.00</td>
<td>6,408</td>
<td>1964</td>
<td>Peter Beckwood (760) 754-7360</td>
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<tr>
<td>2300 Old Highway 395, Indio, CA</td>
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<td>Palm Desert Country Club</td>
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<td>$50.00</td>
<td>7,099</td>
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<tr>
<td>77777 Country Club Dr, Palm Desert, CA</td>
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<td>Palm Desert Resort Country Club</td>
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<td>77777 Country Club Dr, Palm Desert, CA</td>
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<tr>
<td>Paradise Springs Golf Club</td>
<td>American Golf Corp.</td>
<td>$45.00</td>
<td>6,180</td>
<td>1988</td>
<td>General Manager (760) 843-7984</td>
<td></td>
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<tr>
<td>15515 Landmark Ave, Rosemead, CA</td>
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<tr>
<td>PGA West</td>
<td></td>
<td>$125-250</td>
<td>All Championship Length</td>
<td>1986</td>
<td>Director of Golf Operations (760) 843-7984</td>
<td></td>
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<tr>
<td>43222 Philip Dr, Rancho Cucamonga, CA</td>
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<tr>
<td>Quail Ranch Golf Club</td>
<td></td>
<td>$40.00</td>
<td>6,408</td>
<td>1964</td>
<td>Managing Director (760) 843-7984</td>
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<tr>
<td>13900 Quail Ranch Rd, Rancho Cucamonga, CA</td>
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<tr>
<td>Ramoncino Country Club</td>
<td>REMC Corp.</td>
<td>$25-885</td>
<td>6,121</td>
<td>1983</td>
<td>R.C. Bost (760) 598-4711</td>
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<tr>
<td>42664 Ramoncino Dr, Ramoncino, CA</td>
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<tr>
<td>Rockwood Golf Club</td>
<td>Pacific Golf</td>
<td>$35.70</td>
<td>6,180</td>
<td>1990</td>
<td>Director of Golf Operations (909) 435-3666</td>
<td></td>
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<tr>
<td>49100 Rockwood Parkway, Temecula, CA</td>
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<tr>
<td>Riverside Golf Club</td>
<td>Howard Smith Corp.</td>
<td>$60.30</td>
<td>7,000</td>
<td>1950</td>
<td>General Manager (760) 843-7984</td>
<td></td>
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<tr>
<td>40111 Onyx Ave, Riverside, CA</td>
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<td>San Bernadino Golf Club</td>
<td>San Bernadino Golf Club</td>
<td>$45.00</td>
<td>6,180</td>
<td>1990</td>
<td>General Manager (760) 843-7984</td>
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<td>64900 San Bernadino Ave, San Bernadino, CA</td>
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<tr>
<td>The SCGA Members' Club</td>
<td></td>
<td>$45.00</td>
<td>7,000</td>
<td>1971</td>
<td>Director of Golf Operations (760) 843-7984</td>
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<tr>
<td>59500 Robert Trent Jones Parkway, Murrieta, CA</td>
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<tr>
<td>Shingle Hills Golf Course</td>
<td>Eagles Golf</td>
<td>$45.63</td>
<td>5,800</td>
<td>2000</td>
<td>Director of Golf Operations (760) 843-7984</td>
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<tr>
<td>73930 Shingle Hills Dr, San Bernadino, CA</td>
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<tr>
<td>Sierra Lakes Golf Club</td>
<td>Desert Broters Golf Inc.</td>
<td>$45.50</td>
<td>5,800</td>
<td>2000</td>
<td>Director of Golf Operations (760) 843-7984</td>
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<tr>
<td>16000 Chalmette Dr, Fontana, CA</td>
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<tr>
<td>Solafa Spring Road Vista Golf Club</td>
<td></td>
<td>$35.65</td>
<td>5,800</td>
<td>2000</td>
<td>Director of Golf Operations (760) 843-7984</td>
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<tr>
<td>15010 Solafa Rd, San Jacinto, CA</td>
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<tr>
<td>Tahquitz Creek Golf Resort</td>
<td>Arnold Palmer Golf Mgmt.</td>
<td>$50.00</td>
<td>6,775 (Blue Tee)$6,000 (White Tee)</td>
<td>1990</td>
<td>Director of Golf Operations (760) 843-7984</td>
<td></td>
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<tr>
<td>13401 Tahquitz Creek Dr, Palm Springs, CA</td>
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<tr>
<td>Tamarisk Country Club</td>
<td></td>
<td>$60.00</td>
<td>5,000</td>
<td>1983</td>
<td>John Donahue (760) 754-7360</td>
<td></td>
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<td></td>
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<tr>
<td>65577 Wilderness Rd, Temecula, CA</td>
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Some times it’s not "what you know" as much as it is "who you know", and with the current economic downturn that age old adage has never been more true. With that in mind Vellano Country Club has created the place where the "movers and shakers" of the Southern California business community go to network, develop relationships, and cement their valued clients. One Member knows that being able to maintain a client at an exclusive country club is often the first step in cultivating a successful business relationship. Furthermore, making a strong impression is often as dependent on where you take your client as it is on what you do once you are there. Vellano provides a venue that allows you to create that lasting impression.

Vellano Country Club is proud to announce the roll-out of their new Corporate Membership. Your company or firm can take advantage of this unique offering for as little as $15,000 per corporate executive. For more details contact Art Munda at (909) 507-2020 ex. 113, or email membership@vexpericentral.com

*What is based on the necessities of your company executive*

For a total of $60,000

Visit us online at www.vexpericentral.com 2441 Vellano Club Dr, Chino Hills, CA 91709

Membership Info or Special Events: 909-597-2001

Custom Homes Info: 909-266-1510
CVB Financial to Repay TARP

Citizens Business Bank announced that it has received final regulatory approval to repurchase all the preferred stock sold to the U.S. Department of the Treasury in December of 2008. The preferred stock was issued pursuant to the Capital Purchase Program established under the Troubled Asset Relief Program ("TARP"). Citizens Business Bank will pay $130 million to the Treasury to repurchase the preferred stock, plus accrued and unpaid dividends and intends to complete the repurchase as soon as possible.

"We are grateful to the U.S. Treasury for their investment in CVB Financial late last year. The financial markets were extremely turbulent and these funds provided comfort to our many shareholders and customers," commented Chris Myers, president and chief executive officer of CVB Financial Corp. "Repaying TARP is an important milestone in our company's history. Our recent common stock offering raised over $132 million in gross proceeds. We will utilize these funds to repay the Treasury's investment."

CVB Financial Corp. is the holding company for Citizens Business Bank, a $6.4 billion financial services company.

Commentary...

continued from pg. 18

lion deficit. And the press must have been as tired as the Legislature and Governor when it swallowed this claim. In another story, the L.A. Times reports as good news that Controller Chang is suspending IOU payments earlier than planned. This seems like good news, but not so fast. The reason the controller can stop issuing IOUs is not because the state is doing better financially, but because JPMorganChase has agreed to lend the state $1.5 billion dollars.

The only good news about state finances is no news at all. Look for more cuts, more layoffs, and more pain in the future.

http://www.sacbee.com/stori es/weblogs/capitalalert/last-est-0247879.html

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...19 Consecutive years

- Flintley Reports

YOU'RE ALL INVITED TO WATCH:

The "Out to Eat!" television show season number two premieres Thursday, Oct. 8th on KVCR TV (Channel 24; PBS). Join show host Cliff Young as he once again travels throughout the region to local craft breweries, coffee roasters, wineries and, of course, great restaurants where he meets and chats with owners, the chefs and the customers.

This season Cliff even brings the show to his kitchen where he, and a few of his local food friends, show us all how to create great dishes. The "Out to Eat!" airs every Thursday evening at 6:30 PM and every Sunday at noon. Go to www.KVCR.org or www.OuttoEat.tv for more information.

Introduction:

The "Out to Eat!" television show celebrates the enjoyment of dining out with family and friends at local eateries that possess character and a sense of community. Each segment includes: vibrant and colorful plate presentations, fast paced food preparation—as well as scenic views of the communities Cliff visits to illustrate the lifestyle, and to entice viewers to take part as we learn where the food is grown, bought and finally prepared. The topics explored each week are very relevant to a large viewing demographic—that is only increasing as more people become aware of and attracted to healthy, local cuisine. The show will appeal to viewers who are looking for great food that is inexpensive and can be found at the local "hole in the wall" restaurants. Not only are viewers introduced to the food, but also to the people who prepare it—the owners, cooks, and chefs who share their stories and personalities.

About the Host:

Cliff Young (a.k.a. "The Minister of Culinary Awareness") has over 32 years of experience in the restaurant industry, starting as a dishwasher and moving up to designing and building his own award-winning restaurants. He is a member of the Association of Food Journalists and writes for many food and beverage publications. When he's not working on his weekly "OUT TO EAT!" radio program, you might find him judging a food competition, lecturing at culinary schools, or traveling the globe in search of the finest food and drink. He brings fresh, quirky and intriguing insights into the world of food, beverages, travel and entertainment.

KVCR PBS-TV now reaches over 5 million households in Los Angeles, Orange County, Riverside and San Bernardino Counties plus the Palm Springs Desert area, and including Direct TV and Dish Network viewers. These viewers are affluent, influential, highly educated, well-traveled, intellectually curious people who have a choice of more than 100 channels. Yet, this valuable demographic group remains intensely loyal to KVCR PBS-TV and it is our intention to make them loyal viewers of "Out to Eat!"

For more information about "Out to Eat" television or radio show, Contact Cliff Young at (909) 601-2113 visit www.OuttoEat.tv or E-mail OuttoEat@gmail.com

"Out to Eat" on KVCR TV (Channel 24)

YOU'RE ALL INVITED TO WATCH:

The "Out to Eat!" television show season number two premieres Thursday, Oct. 8th on KVCR TV (Channel 24; PBS). Join show host Cliff Young as he once again travels throughout the region to local craft breweries, coffee roasters, wineries and, of course, great restaurants where he meets and chats with owners, the chefs and the customers.

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The "Out to Eat!" television show celebrates the enjoyment of dining out with family and friends at local eateries that possess character and a sense of community. Each segment includes: vibrant and colorful plate presentations, fast paced food preparation—as well as scenic views of the communities Cliff visits to illustrate the lifestyle, and to entice viewers to take part as we learn where the food is grown, bought and finally prepared. The topics explored each week are very relevant to a large viewing demographic—that is only increasing as more people become aware of and attracted to healthy, local cuisine. The show will appeal to viewers who are looking for great food that is inexpensive and can be found at the local "hole in the wall" restaurants. Not only are viewers introduced to the food, but also to the people who prepare it—the owners, cooks, and chefs who share their stories and personalities.

About the Host:

Cliff Young (a.k.a. "The Minister of Culinary Awareness") has over 32 years of experience in the restaurant industry, starting as a dishwasher and moving up to designing and building his own award-winning restaurants. He is a member of the Association of Food Journalists and writes for many food and beverage publications. When he's not working on his weekly "OUT TO EAT!" radio program, you might find him judging a food competition, lecturing at culinary schools, or traveling the globe in search of the finest food and drink. He brings fresh, quirky and intriguing insights into the world of food, beverages, travel and entertainment.

KVCR PBS-TV now reaches over 5 million households in Los Angeles, Orange County, Riverside and San Bernardino Counties plus the Palm Springs Desert area, and including Direct TV and Dish Network viewers. These viewers are affluent, influential, highly educated, well-traveled, intellectually curious people who have a choice of more than 100 channels. Yet, this valuable demographic group remains intensely loyal to KVCR PBS-TV and it is our intention to make them loyal viewers of "Out to Eat!"

For more information about "Out to Eat" television or radio show, Contact Cliff Young at (909) 601-2113 visit www.OuttoEat.tv or E-mail OuttoEat@gmail.com

"Out to Eat" on KVCR TV (Channel 24)
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Stylish, contemporary enhancements present a sophisticated backdrop as professional hotel staff welcome you the moment you arrive. Spacious lobby offers relaxing conversation and living areas with the ideal setting to catch up on email while enjoying a perfectly-blended beverage whipped up by our Barista at the Airport Cyber Café, proudly serving Starbucks®.

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You hear it everywhere you go: "Sales are down because of the economy. My customers simply aren't buying as much." There are some people out there saying the economy doesn't matter; it's what's going on in your own head that matters. While that's true that what goes on in your brain is always more important than outside circumstances, the economy is still what's affecting many businesses. If you're one of them, perhaps following seven ideas into practice and you'll find that the affect on you will be minimal, and in fact, you may notice no change or even a positive one.

Tip 1 - Don't let the economy be your excuse. After a tough day or some difficult sales calls, it's easy to use the economy as an excuse. If you do, people will hear it in your voice and you'll sell less. This attitude also leads to working less. In a down economy, when salespeople should be increasing their calls and activity level, the average salesperson cuts calls by 37%. The answer? Use the down economy as a warning and motivation to work harder and smarter, not as an excuse to back off. If you see back off, your business will go down, if you work harder and smarter, business will improve. As the saying goes "When the going gets tough, the tough get going.

Tip 2 - Get better at selling. When there are fewer sales opportunities and prospects, you must work harder and smarter, not as an excuse to back off. If you back off, your business will go down, if you work harder and smarter, business will improve. As the saying goes "When the going gets tough, the tough get going.

Tip 3 - Keep a good attitude. Your attitude is your most important sales tool in your arsenal; you have to keep it sharp. Now is not the time to read the front page when times were good. Now is the time to improve your skills; continue your education. Your attitude is your most important sales tool in your arsenal; you have to keep it sharp. Now is not the time to read the front page when times were good. Now is the time to improve your skills; continue your education. Your attitude is your most important sales tool in your arsenal; you have to keep it sharp. Now is not the time to read the front page when times were good. Now is the time to improve your skills; continue your education.

Tip 4 - Prepare for the price objection and build value. People are focused on price more than ever these days. Prospects and customers will do everything they can to commoditize and simply go with the lowest price. Thus it is very important that you build value. What is your primary benefit? How do you, your company, and your product better than the competition? Are you local, in your long-term cost less, can you respond to service calls faster? You need to accentuate your primary benefits, make them as powerful as possible, and provide proof in ROI Models, testimonials, and the like. Finally, come up with some solid responses to the price objection.

Tip 5 - Build relationships. The relationship with the salesperson is the number one reason people give for doing business with a particular company. We've all seen it happen, you make an over-

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University of Redlands: An A+ School and a Great Value in New Rankings

School is also listed among the nation's best institutions in The Princeton Review

According to the new U.S. News and World Report annual college guide. Redlands is the only A+ school in Southern California and ranked both an A+ school and a best value.

And again, Redlands is among the top 10 best university's in the West. The university has repeatedly been included in the top 10 rankings since 1995.

For University of Redlands graduates, their starting and mid-career salaries rank among the top 30 of all liberal arts colleges nationwide, according to the 2009 College Salary Report on PayScale.com.

The school is in the top 10 list of Western master's universities that offer a great value—a category that considers the higher the quality of the program and the lower the cost, the better the deal.

The university has also been highlighted in the publication as one of the "A+ Schools for B Students," a listing of 304 "first-rate colleges with strong reputations that aren't as selective..."

In the annual college guide, Redlands is listed seventh in the category of Western universities that offer undergraduate and master's programs but few, if any, doctoral programs.

The university also had a high percentage of class sizes of less than 20 students, placing it second in that category among the top 10 schools.

The university has also been listed among one of the nation's best institutions for undergraduate education in The Princeton Review, which features the college in the newly published 2010 edition of its annual book, "The Best 371 Colleges."

Only about 15 percent of America's 2,500 four-year colleges and two Canadian institutions are in the book.

Jobing.com... continued from pg. 12

Employers and job seekers. Edited by Joel Cheesman, a team of authors and guest bloggers, this site provides independent commentary and opinions on the industry and industry players. "We believe the audience of recruitment professionals visiting the site is important and helpful," Matos shared.

"As an independent third-party, covering industry news was an important part of the Website," Cheesman stated. "However as part of Jobing.com, we will be evolving the content of the site for our employers, providing content relative to local recruitment. With the blog now becoming part of a competitor in the industry, we think it's important to change the editorial direction of the Website to no longer comment on specific industry players and will be modifying the current site's content to be in alignment with this new vision.

About Jobing.com three-time Inc. 500 fastest growing company, Jobing.com is a leading media provider of locally-focused recruiting, online job search and talent management solutions designed to connect local employers and job seekers. For more information visit www.Jobing.com.
The Yucca Valley Chamber of Commerce helps The Color Bar celebrate their Grand Opening with a Ribbon Cutting.

In attendance are owners Megan Nielsen and Nancy Thiele along with Yucca Valley Chamber President, Mike "Grumpy" Kellher, Yucca Valley Chamber Past-President Jennifer Collins, Yucca Valley Chamber Ambassadors and members as well as staff from The Color Bar, clients and friends.

For more information on The Color Bar please call Megan or Nancy at (760) 228-1500 or visit them at 56652 29 Palms Hwy., Yucca Valley.

Cutting.

Inland Empire People and Events

The Color Bar

Fresh & Easy

Schantz & Moranda had a ribbon cutting to celebrate the grand opening of their third store in Palm Desert, located at 4651 Village Court, Suite 150. With offices in Palm Desert, Palm Springs and Yucca Valley, their top priority is to provide you the highest quality orthodontic care in a friendly, comfortable environment. They utilize the latest technological advances in the industry.

For more information about Schantz & Moranda Orthodontic Care, visit www.desertbraces.com or call Palm Desert office (760) 568-5887, Palm Springs (760) 323-2696, Yucca Valley (760) 365-7612.

Continued from pg. 7

Lithium polymer battery. The e-Zone is capable of reaching 35 miles per hour with a maximum distance of 41 miles for the lead-acid battery and 68 miles for the lithium polymer battery. CT&T United plans to sell these models for prices between $8,000 and $11,500 USD.

CT&T Korea is juggling a number of projects while trying to develop a presence in the U.S. The automaker has a contract with T3 Motion to produce 4,000 e-Zones for police departments in the U.S. CT&T Korea has applied to the U.S. Department of Energy for a loan to cover expenses of producing its first line of e-Zones.

Luncheon Keynote Speaker:

William Bratton
Los Angeles Police Chief

Confirmed panelists include:

Luncheon Keynote Speaker: William Bratton Los Angeles Police Chief

Confirmed panelists include:

John Chiang, California State Controller
Robert Hertsgaard, Co-chair, California Forward
David Crane, Special Assistant to Gov. Arnold Schwarzenegger, Green Building\USA
Verena Kloos, President, BMW Group DesignWorksUSA
Todd Dal Porto, Senior Vice President, Bank of America Home Loans
Bill Lockyer, California State Treasurer
Gray Davis, Former Governor and Of Counsel at Lewis & Lapham
Eric McAfie, Chairman, McAfie Capital
Susan Desmond-Hellmann, Chairman, UCSF
Mike Milken, Chairman, Milken Institute
Scott Minerd, CEO and CIO, Guggenheim Partners Asset Management
Rose DeVol, Director, Regional Economics, Milken Institute
Steven Mnuchin, Chairman and CEO, OneWest Bank Group LLC
Mike Morell, President, Providence Home Loans
Frank Mottek, Anchor, KEX 1070
Treasurer
Mike Milken
Chancellor.
Laurie Goodman, Senior Managing Director, Amherst Securities
Loomis Sayull & Co., Frankfurt, Germany
Jason Reece, CEO, Imperial Capital LLC
Emile Haddad, CEO, Imperial Capital LLC
John Waisen, Chair, Providence Home Loans

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High-Speed Rail Stop in Riverside to Provide Significant Economic Impact—In a bold step toward improving overall public transportation, California's planned bullet train system would connect Inland Empire commuters to downtown Los Angeles in less than 40 minutes, and to San Diego in less than one hour. The project, expected to cost $45 billion, would provide fast access to major destinations in Southern California. Currently, there are stops marked for the Orange County International Airport, Murrieta and a possible stop in San Bernardino. Due to its economic impact, both Riverside and Coronado each seek to secure a fourth station. "These stops would be similar to small airports; complete with nearby eateries, shops and other stops for travelers," said the Riverside County Transportation Commission Deputy Director John Stansfield.

Construction of the project is likely to begin as early as 2011 on an 800-mile statewide system of high-speed trains. For more information on the California High-Speed Rail visit www.cahighspeedrail.ca.gov.
Every year companies look for ways to increase sales. This year is no different, only with today's economy, the answers seem to be harder to find. One sure way to increase your sales is to focus on your first string. This concept of focusing on your first string is simple, but it is not easy to execute. Much like great coaching of great sports teams, it takes a long commitment to make the team better by challenging the best players and working with them to improve constantly.

When the New England Patriots football team in the Orlando Magic basketball team practices, does the coach spend the week working with the third string players, or does he focus on working with the first string players? Answer: the first string players, of course, because they are the ones who are ultimately going to win the game. They score the most points and usually play the most amount of time. The coach spends a lot of time with them, because they are good enough to merit his attention. The coach's focus on the first string players sets a positive goal for all the players to strive for. If the third string players want his attention, they have to work for it! If the first string players want to keep their coach's attention, they have to work hard to stay the best! In sum, this program requires every player to desire and pursue excellence.

In business the norm is the exact opposite. Many companies have a culture in which managers leave the top performers alone and focus on the bottom performers. It is very common to hear a sales manager or leader say, "Oh, Bob is one of my top guys, so I leave him alone and let him do his job." This isn't leadership. Wow, what a mistake! Another organization that understands a different philosophy will eventually approach Bob and inform him that he is being robbed. Bob will be told he is investing all his time and energy in the company, but the company is not investing in him by coaching him and helping him to develop. Bob will thus be wooed over to a new company. Companies with leaders who ignore the top performers will soon lose them. Even worse, the company's culture is one that says if the manager is working with an employee on a regular basis, then that person must be a low performer. The leader's involvement with an employee is viewed as a negative. The leader is a manager and not a coach. It is difficult to coach a person if the person feels the leader is bullying him or she is there merely to manage poor performance. It is like rewarding your kids with attention only when they are bad.

How do you fix this disordered culture?

Step 1: Make the commitment. All leaders want to create a culture where winning and being the best are the goal, and they want to do that all players have to want to be on the first string. A leader needs to create a culture that dedicates all of their coaching efforts to the top performers and those who are willing to do what it takes to become a top performer. Fight the tendency to leave the top performers alone because you normally focus on the weak. A leader must commit to coaching the top performers or committed students and manage the bottom performers up or out.

Step 2: Spend your time with the top performers, conducting ride days and practices, with 50 runners to students with financial means from across the valley. More than half of the students who received scholarships came from families earning less than $250 per year. Seven out of 10 students were the first in their family to attend college.

Pathways to Success executive director Terry Center said, "Our first round of scholarship awards that we could only make to 60 students from every high school in the Coachella Valley and Coachella Valley students who are attending College of the Desert, CSUSB Palm Desert, UCR and other colleges and universities in California and the nation. Now we will begin offering support to these students to help them complete college. In addition to awarding scholarships directly to students, Pathways to Success provides matching funds to support scholarships offered by other organizations in the region. In the coming year, Pathways to Success will award 280 scholarships, ranging from $2,000 to $5,000. to students with financial means from across the valley. More than half of the students who received scholarships came from families earning less than $250 per year. Seven out of 10 students were the first in their family to attend college.

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For more information on Pathways to Success and how to become involved, students and organizations can visit us online. Pathways to Success at 760-346-0265.
September 2009

Hot Olympic...  
boasting BC's best and, continued from pg. 31 of course, breathtaking lake and mountain views.  
Situated on Canada's warmest lake, thanks to its address within the country's only pocket desert, summers prove long on heat; winters also tease with plenty of outdoor play, making this south Okanagan retreat a four-season favorite for families. And once you arrive, stay a while.  
Savour taps on the terrace or settle in for a soothing massage sure to work out the kinks. You might even be tempted to take it inside with suites that offer, well, the sweet life: state of the art and decked out with all things wireless, rooms take on names, aptly, from their surrounds (one bedroom hideaways bear monikers of the white varieties, while two bedroom havens are all about the reds). And should you wish for an out-of-doors adventure, there's plenty to entertain beyond the lake shore—golfing, biking, hiking, and kayaking draw the summer heat while downhill skiing at nearby Mt. Baldy, snowshoeing and cross country skiing warm the winter chill. That is, if you don't retreat to your room for a glass of your newfound favorite red...or white. 
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Surfs Up: Vancouver Island Hosts Canada's First Pro Surfing Competition: In professional surfing, it's all about big waves—and the big prize. Come fall, ride into 
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Hot Olympic...boasting BC's best and, of course, breathtaking lake and mountain views. Situated on Canada's warmest lake, thanks to its address within the country's only pocket desert, summers prove long on heat; winters also tease with plenty of outdoor play, making this south Okanagan retreat a four-season favorite for families. And once you arrive, stay a while. Savour taps on the terrace or settle in for a soothing massage sure to work out the kinks. You might even be tempted to take it inside with suites that offer, well, the sweet life: state of the art and decked out with all things wireless, rooms take on names, aptly, from their surrounds (one bedroom hideaways bear monikers of the white varieties, while two bedroom havens are all about the reds). And should you wish for an out-of-doors adventure, there's plenty to entertain beyond the lake shore—golfing, biking, hiking, and kayaking draw the summer heat while downhill skiing at nearby Mt. Baldy, snowshoeing and cross country skiing warm the winter chill. That is, if you don’t retreat to your room for a glass of your newfound favorite red...or white.

Surfs Up: Vancouver Island Hosts Canada's First Pro Surfing Competition: In professional surfing, it's all about big waves—and the big prize. Come fall, ride into

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in fact, he's been to over 20 of the 30 big league ballparks.

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Chairman...continued from pg. 10

Chairman...continued from pg. 10

California Department of Corrections and Rehabilitation... continual implementation, mental health treatments and a myriad of other issues. The County of San Bernardino is already being told by the state to do more with less. We don't want any new law enforcement or probation problems created for us on our already stretched public safety network here in San Bernardino County."
And Now: continued from pg. 25
spinach and cubes of cheese cooked with a special blend of spices ($10.95)
- Tandoori Breads: Peshawari Naan (leavened bread with sesame seeds, cashews and raisins) ($3.95)
- Side Orders: Raita (yogurt and cucumber sauce) ($1.95)

"Tandoori" clay oven... delicious food... large portions... and "cheap"

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Haveli’s Fine Indian Cuisine is located at 13882 Newport Avenue (Suite G) in Tustin. Call (714) 669-1011 or visit their Website at www.havelifineindiancuisine.com for additional information.

Haveli’s continues to be a true winner! - Anthon (told me in the ‘Abnormal Register’)

Haveli’s Fine Indian Cuisine is located at 13882 Newport Avenue (Suite G) in Tustin. Call (714) 669-1011 or visit their Website at www.havelifineindiancuisine.com for additional information.

I must admit that two years ago, although I had eaten at a few Indian restaurants, my knowledge of the food was "nil." Now, fast forward. I feel that my palate is fine-tuned... and after reviewing over 16 Indian restaurants (rated among the best) in such places as New York City, Seattle, Mexico City, Las Vegas and throughout Southern California, let it be known to all persons far and wide that Haveli’s (located in Tustin) is the BEST and Numero Uno. My original idea of Indian food was that it was all spicy and hot... but that is not true... it is a matter of choice. You can (should you have any respect for your mouth, tongue, and stamina) order spicy, spicy, and more spicy, but you will only dull all the true tastes and pleasures of wonderful delights. At Haveli’s, each and every dish is created to order. Over 139 dishes on the menu, and you will find more than one that you will love and enjoy. Here is a list of a few:

- Indian Chinese Delights: Veg Manchurian (Veg dumplings in a gravy of potato, ginger, garlic and tery sauce) ($9.95)
- Appetizers: Mixed Hors D’Oeuvres (a platter of chicken Tikka, Samosa, Sheesh Kabab, Vegetable Pakoras) ($7.95)
- Pakoras: Vegetable Pakoras (mixed vegetable fritters) ($4.95) Paneer Pakoras (cubes of cheese dipped in a delicately spiced batter and fried) ($4.95)
- Tandoori Specialties: Darhat Tandoori Platter (an assortment of Tandoori specialties—lamb, chicken and shrimp) ($15.95)
- Vegetarian Delights: Afghani Eggplant (eggplant cooked with spicy herbs spices) ($9.95)
- Pakhlo Paneer (cream cheese)

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Inland Empire's Largest Hotels

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>F of Rooms</th>
<th>F of Suites</th>
<th>Total Meeting Sq. Ft.</th>
<th>Largest Group</th>
<th>Rate Range May Be Subjected To</th>
<th>Amenities</th>
<th>Top Food Expenditures</th>
<th>Phone</th>
<th>Fax</th>
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<tbody>
<tr>
<td>First Pointe Inn</td>
<td>1915-1925 12th St</td>
<td>150</td>
<td>1200</td>
<td>1300</td>
<td>388</td>
<td>$399-$450</td>
<td>King/Queen</td>
<td>888-209-4300</td>
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<td><a href="http://www.firstpointeinn.com">www.firstpointeinn.com</a></td>
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<td>Towne Place Suites</td>
<td>14201 Los Alamos Rd</td>
<td>122</td>
<td>115</td>
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<td>$298-$349</td>
<td>King/Queen</td>
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<td>107</td>
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<td>King/Queen</td>
<td>888-209-4300</td>
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<td>101</td>
<td>93</td>
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<td>$139</td>
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<td>King/Queen</td>
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<td>$240</td>
<td>King/Queen</td>
<td>888-209-4300</td>
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7 Tips for... continued from pg. 25

whelming case for your product versus the competition and yet, the prospect still buys from your competitor because they're golf buddies. Relationships are extremely important, in most cases more than anything else, so you need to focus on not only staying in touch with and keeping your name in front of customers and prospects, but also on taking that next step and building solid relationships.

Tip 6 - Go back to the basics.

Now is the time to increase the personal touch. Make more face-to-face visits to customers, send handwritten notes, stop by occasionally and say "hello," and drop off the propos-
al in person instead of mailing or e-mailing it. Your objective is to touch the customer more often on a more personal level at a time when your competitors are calling less and being less personal.

Tip 7 - Remember, you are completely responsible for your success.

Five years from now you and your career will arrive somewhere, the question is: where? If you decide that something outside of you, such as the economy, is responsible for your success or failure, you give away control of your destiny and your ultimate success. The way to change that is to remember that your success is up to you, you own it, and you control it. Provided you have solid goals and strong enough reasons why you need to get there, you will arrive where you decide to arrive, regardless of the economy, or anything else for that matter. Remind yourself that you are 100% responsible for your success keeps your success under your control and within reach.

If you put the above tips to work, you will see an improvement in business, perhaps a significant one. Many people have found that as a result of the above tips they are doing more business now than they were when the economy was good. What are you capable of if you really set your mind to it and get to work? The sky is the limit, so stay positive, work hard, work smart, and dream big!

John Chapin can be reached at johnchapin@compelete-selling.com or www.compelete-selling.com.

Wells Fargo... continued from pg. 4

WAMU and Citibank over their respective HELOC account suspension practices. "This is the type of greed that lead to tax payers having to bail out banks like Wells Fargo in the first place."
The class action suit is filed on behalf of Michael Hickman, 46, of Westmont, Ill. who alleges that the credit limit on his HELOC account was reduced due to a supposed substantial decline in the value of his home.
In reality, the complaint alleges, Hickman's home and the homes of thousands of other class members did not substantially decline in value, rather, Wells Fargo used a variety of unreliable computer models to...
Bestselling Business Books

Here are the current top 10 bestselling books for business. The list is compiled based on information received from retail bookstores throughout the USA.

1. "Outliers: The Story of Success," by Malcolm Gladwell (Little, Brown & Co. $27.99) (1)* Why the cause of success can be linked to where you were born.


3. "How to Be an Entrepreneur: Why Most Ventures Fail," by J.T. Slone (Knopf Doubleday...$17.50) (2) How the first owner of multiple industry categories did it.


6. "Street Fighters: The Last 72 Hours of Bear Stearns, the Townie Firm on Wall Street," by Kate Kelly (Penguin Group...$25.95) (5) Why the toughest kid on the block can’t assure survival.


8. "Nice Girls Don’t Get Rich: 75 Avoidable Mistakes Women Make with Money," by Lou P. Frankel (Grand Central...$21.95) (10) How women can make better financial decisions.

9. "Candor: This is the Freedom to Be Totally Honest," by Howard Schrader ($22.00) (6) So mutual understanding can take place.

10. "The Toughest Firm on Wall Street," by Kate Kelly (Wiley Sons...$27.99) (5)* How underpricing financial risk s led to economic catastrophe.

Plan A...

continued from pg. 38

By Keith Ferrazzi, Broadway Book (Random House). New York, New York; 2009; 303 pages; $25.00

Wells Fargo...

continued from pg. 36

continued from pg. 36
The finish line—will be one of the celebration sites hosted by the city of Vancouver, the City of Richmond and the Resort Municipality of Whistler. The sites, set to open in February 2010, will each offer a roster of family-friendly events, including big-screen broadcasts of the competitions and medal ceremonies, live music, and special guest appearances.

Vancouver’s two LiveCity sites will be at West Edmonton Mall and the West Edmonton Mall. A few blocks away at the Richmond’s David Lam Park, with a pedestrian route linking the two. The Georgia Street site will stay open through the Vancouver 2010 Paralympic Winter Games and live on as a cultural legacy. Richmond’s Robson Square will also draw crowds with athletic demonstrations, family events, outdoor ice skating and more.

vancouver 2010

Paradiging for Two in the Kootenay Rockies Looking to take the adventure into the clouds? Soar with Altitude Adventures, where tandem paragliding hits new heights, and elevations of up to 20,000 feet will showcase a Kootenay Rockies region rich with peaks and valleys. Sailing above the wilds near Golden June through October, post-cardpretty landscapes are just part of the exhilaration. Here, you’re a high accomplished via a specially-designed harness attached to a high-tech inflatable wagon that unfolds from your backpack.

Vancouver 2010 Paralympic Winter Games and live on as a cultural legacy. Richmond’s Robson Square will also draw crowds with athletic demonstrations, family events, outdoor ice skating and more.

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