ONTARIO CONVENTION CENTER 1997

Don't miss the Women & Business Expo May 17, 1996
see Page 30.
A new birthday? For Pomona First Federal Savings and Loan? Sure, but as of April 1, make that PFF Bank & Trust.

To celebrate a new name, expanded financial services offerings and the institution's conversion to a public stock company, PFF Bank & Trust is making a special gift to five lucky newcomers who enter the world within designated areas served by PFF Bank & Trust. The same kind of newborns in each area — the San Gabriel Valley Tribune, Inland Valley Daily Bulletin, Riverside Press-Enterprise, Palm Springs Desert Sun and The Hi Desert Star & Trail — the five babies each will receive a complimentary account with an initial deposit of $1,104.

"Why $1,104?" you ask. "One thousand dollars as a certificate of deposit, and the $104 symbolizes 104 years of service to the community," said Larry M. Rinehart, President and Chief Executive Officer of PFF Bank & Trust (PFF).

"Opening the five savings accounts for our youngest customers is the perfect way to celebrate," Rinehart said. "In this way we can celebrate the birth of a new, stronger and better PFF Bank & Trust, and the promotion reinforces our commitment to meet the financial needs of all ages."

One of PFF Bank & Trust's oldest customers, Norman Uebel of Pomona, said, "They've treated us really good." He said his late father-in-law was a PFF customer before the institution opened in 1954, and his daughter is a current customer.

Uebel first became a PFF customer because its Gary Avenue branch was close to home. He said he took advantage of a government and mixed-accounts savings program PFF offered during the 1960s to help fund his retirement. He paid in 10 percent of his income for 15 years while working as a tool and die maker at General Dynamics in Pomona. Uebel said he came out "with about $50,000.

Founded Dec. 24, 1892, PFF Bank & Trust has expanded its branch network and product lines since its first home loan was made to a young Walter Knott — founder of Knott's Berry Farm — for a house located on Monterey Street in Pomona. That $500 loan laid the foundation for a savings and loan association that grew to serve the inland valley and foothill communities, the San Bernardino Valley, Orange and L.A. counties, and the women part of Riverside County.

PFF Bank & Trust has 22 branch offices and will open its newest branch as the official commercial bank of the Ontario Mills mega-mall. PFF acquired early last year its Trust Department, which currently manages approximately $200 million in assets. PFF also has a state-of-the-art loan center in Rancho Cucamonga.

"We will remain basically a traditional thrift, a savings bank," said Rinehart, "but we will offer more commercial banking services. We're now a full-service bank and our customers don't have to go anywhere else."

PFF Bank & Trust provides business banking, auto loans, trust and investment services, and insurance and non-deposit investment products — such as fixed and variable annuities and mutual funds, which are available through its subsidiary, PFF Insurance Service, and through Independent Financial Securities, Inc., a registered broker dealer, member NASD, OPC.

Kevin McCarthy, PFF Bank & Trust's Executive Vice President and Director of Operations, said, "We will continue to offer all the services that you expect from a community bank."

McCarthy said although the bank is expanding its options available to customers, including automatic teller, online and telephone banking services, "Customers can still enjoy the personal attention of our tellers. You won't have to make an appointment unless you want to."

Price up 1 5/8, or 18 percent, in first hours.

PFF Bank & Trust, inaugurating a name change from Pomona First Federal Savings and Loan, converted from a mutually-held association to a public stock company March 28. The occasion was marked by relatively heavy trading in the stock issue of the bank's holding company.

President and Chief Executive Officer Larry M. Rinehart said, "The new name more clearly defines PFF's role as a community bank, since expanding our product line and acquiring the Trust & Investment Services Department from another institution. The stock conversion will enable us to further develop our business programs, expand banking technologies at PFF, and more effectively compete.

"The holding company for the bank — named PFF Bancorp — was formed during the six-month conversion period. Nearly $197 million was raised during an initial public offering to depositors of record as of June 30, 1994. At $10 per share, the offer was oversubscribed.

PFF Bancorp's stock is now being traded on the NASDAQ exchange and it is listed by the symbol PFF. During the first hours of public trading the price reached a high of 11 5/8. More than 11 million shares were traded on this first public trading day.

Gregory C. Talbott, PFF's Senior Vice President, Chief Financial Officer and Corporate Treasurer, said, "The offer price and reported heavy trading volume reflects the interest in the stock that we anticipated. We at PFF Bank & Trust are pleased with the level of subscriptions and the current market activity."

"Our feeling is that this reflects confidence in a sound, progressive institution that will be very successful."

PFF Bank & Trust Unveils New Logo

PFF Bank & Trust opted to update its logo during the process of converting from a savings and loan association to a bank; Pomona First Federal's familiar shield was kept to reflect the bank's heritage and strength, but three upward-pointing chevrons were added to signify its progress.

PFF's Executive Vice President and Director of Operations, Kevin McCarthy, said the new logo "reflects the image of a progressive bank and trust, while retaining the character of our past as a community savings and loan."

"The six-month conversion process enabled us to take another look at who we were, especially since we acquired the Trust Department in early 1995," McCarthy said.

"The new logo reflects where we are now — a community bank — and what we offer in the way of financial services."

PFF Bank & Trust's new logo was designed in-house by the bank's Advertising Specialist, Sherry Stanton. She said a stronger blue was chosen for the shield and the green was chosen to "show the bank's strength and solidarity," while the two supporting chevrons signify the "progressive nature" of the $1.9 billion institution.
Marcia Clark Speaks Out
FRIDAY MAY 17, 1996
Women & Business Expo

INLAND EMPIRE BUSINESS JOURNAL
PRESENTED BY
INLAND EMPIRE BUSINESS JOURNAL & GTE

Yes, it's time again! You'll be sure to want to attend the Inland Empire Business Journal's sixth annual Women & Business Expo! Keynote speaker will be Marcia Clark! Over 4,000 were turned away when Ms. Clark spoke recently at the Long Beach Women's Conference sponsored by the Governor's Office.

Ms. Clark joined the Office of the Los Angeles District Attorney in March, 1981 and has tried over 20 murder cases, securing convictions in all but one prior to the Simpson case. Of the four cases prosecuted in which the death penalty was sought, two resulted in a sentence of death. She was assigned to the Special Trials Unit in 1985 which is given the most complex and high profile cases in the office.

Ms. Clark speaks on gender and justice.

Leadership 101: God Grant Me Patience and I Want It Right Now!
Opening the program will be Marianna Simpson, a humorist that captivates, educates, and motivates her audiences. Having survived cancer, Marianna has managed to rebuild both her life and her career using humor as a healing source. Today, she travels extensively, offering programs to Fortune 500 companies, hospitals, and universities across the country. Marianna is also known for her singles program, The Art of Flirting, in which her compassionate humor and effervescent personality delight audiences.

Leadership of Flirting, audiences. Having survived cancer, Marianna has managed to rebuild both her life and her career using hospitals, and universities across the country. Marianna is also known for her singles program, Vineyard Ave. POMONA CONVENTION CENTER

Chevron Corp. Sells Real Estate Holdings

In March 1995, the San Francisco-based Chevron Corp. announced that the company would sell all its real estate holdings through its subsidiary, Chevron Land & Development Co., Huntington Beach Co., Pacific Coast Homes and other affiliated companies — and refuses business efforts in its traditional oil interests.

"Our land and development group has recorded a profit every year since its inception in the mid-1960s," said Chuck Hartquist, Chevron Land and Development president. Up for sale are over 4,000 acres of California real estate. Chevron Corp. refuses to disclose the value of its holdings, but the properties generated $184 million in revenue in 1994.

Morgan Stanley Real Estate Fund II L.P. — part of the investment firm of Morgan Stanley & Co. — and Orange County builder Christopher Gibbs, bought more than 1,000 acres of Chevron holdings throughout California. One of the biggest deals we've seen in a very long time. Chevron has been wanting to get out of real estate for a while. The good news here is that money is coming back into real estate in California," said Sanford Goodkin, a real estate consultant in La Jolla.

"Morgan's timing is excellent!" said Ken Aqid, a real estate consultant in Irvine. "At this point in time, Southern California is in the early stages of coming out of a severe real estate downturn, and we've got a short supply of land. So this is an intelligent decision."

The land deal includes major undeveloped properties, 2,200 acres in the master-planned community of Coto de Caza in Orange County, 480 acres in Huntington Beach, 85-acre Torrey Pines Science Park in La Jolla, 400 acres in La Habra, and more than 14,000 acres of ranchland stretching from San Diego to Calaveras County. Also included is the Ontario Airport Hilton site, although the 250 acres that surround the Hilton will not be sold at this time.

"None of the remaining land we own in Ontario was involved, nor are we in discussions with anyone for the sale of the property," said Craig Rice, vice president with the Chevron Land and Development Co. Although real estate specialists said it was difficult to put a value on the land deal because of the varied holdings, the nearly 6,000 acres being sold in Orange County alone could be worth $40 billion.

Chevron pulled some properties out of the deal which includes about 1,000 acres in Whittier, about 500 acres in Montebello and 500 acres in Fullerton.

"As we announced, we put these properties up for sale," Ronnie Cheek, spokesperson for Chevron Corp. in San Francisco said. She declined to speculate.

Other real estate that has sold are 3,000 acres of lush meadows, dense woodlands and stream cut canyons in the heart of the proposed Santa Charles Wilderness Park. This is one of the largest parkland deals in recent Southern California history.

Another 3,035 acres sold to the Santa Monica Mountains Conservancy for $4.9 million. Chevron Corp. officials were quoted as saying the property is worth $7.3 million and they will seek a tax credit for the below-market sale.

"It is environmentally quite sig-

Close Up

Clifford Cummings, vice president/general manager, Chuck Oberst Yawara

Will the Lincoln Club of San Bernardino be another tight-lipped, low-profile clique, such as exist in other counties?

"That's exactly what we're not going to be. The San Bernardino chapter is a wide-open, diverse group of Republicans who agree on wide-ranging issues. Our members are builders, car guys, real estate and insurance people."

"While other chapters have taken very conservative stands, we will deal with issues we can do something about, the balanced budget amendment — the balanced budget period — tax reform and welfare reform. Let other groups deal with social issues.

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The KippGroup - three companies working together

The company was founded in 1977 by brothers Haakon and Kipp. Over the past 20 years they have more than tripled in size, going from only two employees to 154 employees; they have increased sales from $68,000 a year to a multi-million dollar Inc. 500 corporation. But KippGroup has received one award for its focus on customer service: in 1995, the company won the U.S. Senate productivity award for the state of California. The company started the prestigious California Council for Quality and Service "Best in Class" award in the small manufacturing category.

David Kipp, KippGroup's president and chief executive officer, claims that the company focuses on providing quality products and customer service. With a team of experienced engineers, mold makers and production specialists, they are able to provide their customers with products that are as close as possible to the exact standards that they expect.

The KippGroup manufactures under the "Good Manufacturing Practices" (GMP) standards, and is licensed in the state of California as a medical device manufacturer. Jimenez explained the GMP standard was established by the federal Food and Drug Administration for the manufacture of medical devices. The code is easy to be complied with in this regard and is referred to as a "GMP." It means it is moving closer to international standards as set by the Geneva-based International Organization for Standardization.

The company focuses its sales efforts on customers who require products manufactured in a clean room environment. One of the KippGroup's most unusual ongoing assignments is to design and manufacture molds for the interocular lens, marketed by Allergan. The interocular lens is used to replace the damaged eye lenses of suffering patients. It is among the most precise, exacting health care products the company had to make with incredibly close tolerances involved.

By Robert W. Bledsoe
The KippGroup's corporate office and manufacturing facilities are situated at 900 E. Wanamaker St., Ontario, Calif., and is located on the northwestern corner of Holt Avenue and "D" Street. The firm is just two miles from Ontario International Airport.

The company was founded in 1977 by brothers Haakon and Kipp. Over the past 20 years they have more than tripled in size, going from only two employees to 154 employees; they have increased sales from $68,000 a year to a multi-million dollar Inc. 500 corporation.
ALL PRO CHEERLEADERS DEBUT IN RANCHO CUCAMONGA

When people think of cheerleading, most don’t think of it as a sport, but that’s what Julie Loberg, a former Raiderette and Sea Gal, calls it. "It’s so much more involved than jumping and hooting and holding," Loberg said. "Cheerleading involves a lot of practice time and strenuous activity. You perspire just as much as the football players do."

Now colleges are offering scholarships for cheerleaders. She added that appearing at community functions and performing charity work are part of the professional cheerleader’s scope of activity.

Loberg and partner Janelle Parsons of West Lake Village formed All Pro Cheerleaders of America, a cheerleading training camp program designed for adolescents — and the first proposed camp program designed for adolescents and performing charity work that appearing at community functions. "The mini-camp will be the warm-up to conducting longer camps and the professional camps nationwide the plan to establish later this year," Parsons said. "At $45, it’s very inexpensive compared to the $250 to $350 charged for three-day camps elsewhere." The community has been very supportive," says Parsons. "Having the support of those who trust us makes it easier. It would work anywhere, although it’s never been done; it would just have been more difficult elsewhere." She said one of the best things about starting the venture in the Rancho Cucamonga area is that it will be good to share with her past friends — and the friends of one younger brothers and sisters" — the outcome of a professional cheerleading career.

— Gary Broder

All Pro Cheerleaders of America’s first mini-camp is scheduled May 11, from 9:45 a.m. to 5:30 p.m. at Rancho Cucamonga High School, 13801 Lark Drive, Rancho Cucamonga. Enrollment is due April 24. Parsons or Loberg may be contacted at (909) 736-9316 for registration and future camp schedules.

Tour the Eight Desert Cities of Riverside County

They sparkle like gems, each one with their own color and luster, against a background of the Santa Rosa Mountains in the eastern part of Riverside County. From west to east, they are the cities of the Palm Springs Desert Resorts: Desert Hot Springs, Palm Springs, Cathedral City, Rancho Mirage, Palm Desert, Indian Wells, La Quinta and Indio.

Many people have heard of the north palm of Palm Springs in the city of Desert Hot Springs, known as the "Spa Capital." Situated off the interstate 10 freeway, on and around Palm Drive, the city is famous the world over for its hot mineral waters.

Visit Hot Springs Park. Choose from more than 40 spa resorts to test the waters and try some of the most exotic spa treatments around. Desert Hot Springs is also the gateway to Joshua Tree National Park, the home of Cabor’s Indian Pueblo Museum and the city of a popular card room.

Traveling the backside of the desert resorts — Highway 111 — you’ll find Salton Sea in the city of Palm Springs. It is the largest artificial lake west of the Mississippi River, and one of the most picturesque manmade lakes in the world.

The city is home to plush resorts, countryside homes, shopping plazas galore, restaurants with fare ranging from gourmet to ethnic to fast food. They are the leaders in the 18-hole mini-golf courses, bumper boats, go-carts and other special golf and sporting events. If you’re lucky, you’ll see highb row sheep stopping traffic on Highway 111 or eating flowers at a nearby resort swimming pool.

A fast-growing community with the most golf courses of any desert city, Palm Desert features the McCallum Theatre for Performing Arts, the Living Desert Wildlife and Botanical Park, College of the Desert and thriving retail centers. El Paseo, known as the Rodeo Drive of the desert, Palm Desert Town Center; and the newest, Desert Crossing. Hotels range from bed and breakfasts to full-service resort. Palm Desert hosts the nation’s only Golf Cart Parade, and its Holocaust Memorial and public art displays are city landmarks.

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WOMEN & BUSINESS EXPO

RIVERSIDE CONVENTION CENTER

April 1996

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Health Insurance, Subpoena Laws Change

by Barbara Lee Crouch

CALIFORNIA COBRA

Senate Bill 761 — effective Jan. 1, 1996 — repeals California's previous mandate for employers to extend the federal Consolidated Omnibus Reconciliation Act (COBRA) coverage period. The new law maintains the mandate, but places the burden of providing coverage on insured plans and HMOs. Self-insured plans are not affected.

The California requirements allow continuation coverage beyond COBRA to a maximum of five additional years. It is available to terminated employees who are at least 60 years of age at time of separation and who accrued at least five years of service. The extension is also available to the spouse of such employees. Premium charges may not exceed 213 percent of group rate, or 102 percent of group rate if age-based rated.

Under this law, employers are required to notify eligible individuals of this extension right within 15 days of the termination of federal COBRA coverage. However, because of the Employer Retirement Income Security Act (ERISA) preemption issues, private employers may not have to fulfill this notice requirement. The legality of this notice requirement is suspect until it has been litigated; it is recommended that you seek legal counsel concerning compliance.

CHANGES IN SUBPOENA LAW

New Subpoena Law, Assembly Bill 817 — effective Jan. 1, 1996 — changes the law regarding some types of subpoena duces tecum (SDT) — an order to appear in court with requested documents.

If an employee's records are being subpoenaed, the employer must be served a copy of the SDT. Notice must indicate the employee may be protected by a "right of privacy" and may object, in writing, to the court. If the subpoena cannot be limited or canceled, the employee may contact an attorney. The subpoena may be served personally at the last known address, or by existing methods under California Code of Civil Procedure, Section 1010.

The two most common methods of delivery are: 1) by personal service of a copy of the summons and complaint to the person, to be served at that person's residence; 2) in lieu of personal delivery, a summons may be served by leaving a copy of the summons and complaint, during usual office hours, with the person who is apparently in charge of the office. A copy of the summons and complaint must then be mailed — by first-class mail, postage prepaid — to the person to be served at the place where it was left, the service will be deemed complete on the 10th day after such mailing.

Before the employer produces the employment records, the subpoenaing party shall serve the employer proof that the employer was properly served or give the employer a signed authorization from the employee.

The time limits for service, unless waived by the court, are:

• 15 days from issuance of subpoena for records to be produced;
• 10 days for service to the employee before the production of the records is required;
• and, five days for service to the employee before the production of the records is required.

COBRA: The Consolidated Omnibus Reconciliation Act is a federal law that mandates that covered employers offer continuation of health care coverage to certain workers and their dependents ("qualified beneficiaries") when certain "qualifying events" occur. A qualified beneficiary may be required to pay for COBRA continuation coverage, up to 102 percent of the premium cost.

Federal COBRA applies to employers which have 20 or more employees, except for church plans and the federal government. Covered employees and/or their dependents may have from 18 to 36 months of continuation of health care coverage.

ERISA: A health maintenance organization differs from health insurance in that it does not pay for medical care, but provides medical care. Employers that are approached by a qualified HMO to join, must, under the COBRA act, include in any health benefit plan offered to employees the option of membership in any federally-qualified HMO that provides basic health services in geographic areas in which at least 25 of the employees reside.

The federal Health Maintenance Organization Law applies to virtually every employer which has at least 25 employees who are subject to the Fair Labor Standards Act, and to public entities, or state and local governments.

ERISA: The Employers Retirement Income Security Act is intended to protect the interests of workers who participate in employer-sponsored benefit plans. The law applies to two types of employer benefit plans: pension plans, which provide retirement benefits; and welfare plans, which provide health, accident and similar benefits. Federal law permits states from mandating the areas covered by ERISA.

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INLAND EMPIRE BUSINESS JOURNAL - PAGE 15
The annual Temecula Valley Balloon and Wine Festival returns for its 14th renewal to Lake Skinner with 50 hot air balloons, tethered and airborne rides, music, wine and cheese tastings, and the chance to view the region's endangered plant and animal species.

During the weekend beginning Friday, evening, April 2-4, the Fender family event will take place in Temecula Valley Balloon and Wine Festival Beckons with Balloon Glow

Chevron sells off land... continued from Page 5

capitalize. The general public because it takes a signi-ificant amount of land and leaves it to those for all recreational uses.

In June of 1995, Kendall-Jackson Vineyards & Winery, one of the nation’s fastest growing wine labels, had acquired all of Chevron Corp.'s Sonoma County land holdings - about 5,500 acres, which include 1,000 acres of potential cropland for grapes, 4,000 acres that cannot be planted to grapes, and 417 acres of riparian area above Alexander Valley. No purchase price was given, but it is esti-mated that the property is worth about $25 million.

Chevron hoped to sell all its real estate holdings in 1995. The company reported a 33.6 percent drop in profits in 1995 because of the over-time costs of putting its real estate business up for sale. The company now hopes to sell all of its business up for sale. The company now hopes to sell it all by the end of this year, which official indicates should help Chevron increase profits for its fiscal year ending in 1996.

Robert W. Redky

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WOMEN & BUSINESS EXPO

Rita C. Arias

Occupation: Marketing manager for the CVB of San Bernardino County.

Short biography: Born and raised in San Bernardino. Attended local schools. Happy marriage and three great children, founder and co-owner of numerous community organizations; have worked in govern­ment and have had the opportunity to do my own business.

Major accomplishments: For the past 11 years, I have been a strong and close friend to my children during my business experiences and my political campaigns.

Personal accomplishments: Maintaining a strong political strength for myself and my children during my husband's death and my daughter's deathly illness.

Best thing about the Inland Empire: The weather, its proximity and its citizens' spirit and desire to work hard as making it the best place to live.


Favorite drink: Whole Orange Juice.

Last vacation: Maui, Hawaii.

Favorite sport: Tennis, to watch and play.

Favorite restaurant: Market Bros.

Last movie seen: "Dead Man Walking" with Sean Penn.

City of residence: San Bernardino.

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Riverside Visitors Place Bureau Ahead of Goal

The Riverside Convention & Visitors Bureau (RCVB) enters the final quarter of its fiscal year ahead of its annual target for visitor stays in the city. With 21,955 confirmed room nights booked in the city of Riverside, the RCVB to-date goal is exceeded by 115 percent, and this figure is 102 percent ahead of the bureau’s fiscal year goal of 21,762 room nights.

Additionally, sales managers at the convention and visitors bureau have qualified a potential pool of 69,104 room nights, which is 366 percent ahead of the annual goal of 21,875 potential room nights for the 1995-96 fiscal year.

The Riverside CVB operates on a fiscal year starting July 1 and ending June 30. Reformed in October 1994, and now in its first full year as a private independent association, the fiscal year budget for 1995-96 was set at $709,000. In comparison, budgets of competing convention and visitors bureaus range from $500,000 in Reno, to $1.2 million in Ontario and $2.5 million for Palm Springs CVB.

Historically, CVBs offer a tremendous return on investment fordestination area tourism, including the promotion of meetings and visitor destinations. Attractive CVBs are comfortably nestled in major markets where business travel to the CVB’s area is both routine and productive.

For 4 ½ years the Rancho Cucamonga CVB (RCVB) has operated a visitors center on historic Route 66 in Rancho Cucamonga. To better understand its growing tourist market, the RCVB is actively marketing, researching, and analyzing the registration records of its 1995 visitors. The following results are conclusions reached by on-site observers and its visitors bureau, since many visitors do not complete the post-trip mailed self-reporting guest registration forms.

As the first study of Route 66 visitors to Rancho Cucamonga, it begins the process of understanding, and shaping the region’s travel market. Deriving from this study, a need for a new destination product to attract regional tourism is identified.

The underdeveloped markets in Northern California, Oregon and Washington, and the Pacific-Asia region particularly need to be targeted for development, since the majority of visitors were not group-travelers and were visiting on their own, spending less than they would have spent had they remained in their home communities.

The Riverside CVB, under the leadership of Garland & Associates, is working with the City of Riverside to analyze the registration records of its CVB attendees and the city’s Convention & Visitors Bureau.

The Riverside CVB is the official convention and visitor bureau for the City of Riverside, California. It is a non-profit organization that is dedicated to promoting and marketing the City of Riverside as a destination for convention and visitor groups. The CVB is responsible for planning and executing marketing and sales efforts to attract visitors to the city. The CVB works closely with local businesses, organizations, and government agencies to create a strong and cohesive marketing message for Riverside. The CVB is also responsible for managing the city’s Convention Center, which hosts a variety of events and meetings throughout the year. The CVB is governed by a board of directors, which is made up of representatives from the local business community and the City of Riverside. The CVB is funded through a tax levy on meals and hotel rooms in the city, and through a small surcharge on phone calls made from within the city. The CVB has a staff of approximately 20 employees, who work in a variety of departments, including marketing, sales, and administration. The CVB is committed to providing excellent customer service and to promoting Riverside as a destination for conventions, meetings, and visitors.
Conference Demonstrates Increased Travel and Tourism Create Jobs and Generate Increased Revenues

One Women's Issue All Executives Will Pay

null
San Bernardino Int'l Airport Aims for Passenger Service

The San Bernardino International Airport (SBD) is continuing its infrastructure projects that, when complete, will enable the newest airport in the Inland Empire to handle commercial passenger flights.

The airport has completed $2.1 million worth of airlift improvements necessary for Federal Aviation Administration (FAA) certification. Certification by the FAA is necessary before the airport can accept commercial airline service.

The airport's certification requirements are ready for FAA inspection which is due to coincide with the airport's first commercial air service carrier.

San Bernardino International Airport is presently constructing a new $1.5 million roadway and parking lot that will support the airport's terminal building. This federally-funded project, scheduled for completion Aug. 15, is a key development for scheduling passenger service. Upon completion, the road will carry passengers to the entrance of the terminal, providing passenger drop-off and pick-up lanes for vehicles - along with separate lanes for taxis, buses, and other courtesy vehicles. Parking for 500 cars will be provided in the first phase of this project.

The airport's terminal building is also scheduled for a face lift. The $1 million interior improvement project is being funded with a Military Airport Program (MAP) grant the Airport received from the FAA. This project will update the look of the existing facility and provide the facilities necessary for the accommodation of airline activity within the building. With a completion date scheduled for this fall, San Bernardino International Airport will have the necessary infrastructure in place to handle new commercial service to the Inland Empire.

Tropol flights, incentives shaping the future at SCIA

The former George Air Force Base in Victorville plans to expand its civilian operations to include military troop flights this month. It will have the same capabilities as Ontario International Airport, sources at the airport said.

The U.S. Army will use the facility, currently located at California International Airport (SCIA), to transport 60,000 troops a year to Fort Irwin, 80 miles away, for war games training. The first arrival of 400 to 600 National Guard troops is scheduled to occur April 18, according to George Air Force Base.

Companies that are located in a MAFB zone may qualify to take tax credits for a 15-year net operating loss carryover, tax credits for sales and use taxes paid, hiring credits for wages paid, and various other business expense deductions. Mike Poteot, the development authority's marketing director, said the base has attracted 20 since the base closed in December 1992, providing work for 300 employees.

Ontario's Most Beautiful Suites!

American's made 295 million business trips in 1994, up from 222 million in 1990, according to the Wall Street Journal.

In 1994, 481.3 million passengers traveled by plane within the United States, while 471.1 million passengers traveled by plane internationally.

In 1994, the average flight length for domestic passengers was 587.1 miles, for international passengers, the average length was 2,940.7 miles.

In 1994, the top 100 airports in the United States employed 97 percent of passengers, excluding foreign carriers.

Ontario International Airport's

1996 Economic Impact Report

Each Round Trip Passenger = $400 (6,409,079 Passengers in 1996)
Each Ton of Cargo Shipped = $600 (386,953 Tons in 1995)
Number of Jobs at ONT: 6,000
Number of Jobs Generated by ONT: 60,000
Annual Economic Impact: $5.5 Billion

The annual Economic Impact: $5.5 Billion includes approximately 6,000 direct jobs at the airport, 60,000 jobs generated by the airport, and an annual economic impact of $5.5 Billion. The Annual Economic Impact is the total economic output generated by the airport and its suppliers, and is measured in terms of the number of jobs and the value of output created in the economy. The Annual Economic Impact is calculated by multiplying the number of jobs and the value of output by the average wage rate in the Inland Empire region.
### Meeting Facilities

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Phone</th>
<th>Fax</th>
<th>Parking</th>
<th>Restrooms</th>
<th>Meeting Space</th>
</tr>
</thead>
<tbody>
<tr>
<td>City Hall</td>
<td>211 N. Main St., Riverside, CA 92501</td>
<td>(909) 821-7000</td>
<td>(909) 821-7001</td>
<td>150+</td>
<td>150+</td>
<td>300+</td>
</tr>
<tr>
<td>County</td>
<td>321 W. Main St., Riverside, CA 92504</td>
<td>(909) 358-8000</td>
<td>(909) 358-8001</td>
<td>200+</td>
<td>200+</td>
<td>400+</td>
</tr>
</tbody>
</table>

### Top Travel Agencies Serving The Inland Empire

<table>
<thead>
<tr>
<th>Agency</th>
<th>Sales</th>
<th>LE</th>
<th>LE</th>
<th>Business Mix</th>
<th>Corporate, Leisure, Cruise</th>
<th>Systems Used</th>
<th>Specialties</th>
</tr>
</thead>
<tbody>
<tr>
<td>TUI</td>
<td>25 million</td>
<td>25</td>
<td>50</td>
<td>Cruise, Leisure, Corporate</td>
<td>Sabre, Apollo</td>
<td>Sabre, Apollo</td>
<td>Cruise, Leisure</td>
</tr>
<tr>
<td>Princess Cruises</td>
<td>20 million</td>
<td>20</td>
<td>50</td>
<td>Cruise, Leisure, Corporate</td>
<td>Sabre, Apollo</td>
<td>Sabre, Apollo</td>
<td>Cruise, Leisure</td>
</tr>
<tr>
<td>Celebrity Cruises</td>
<td>15 million</td>
<td>15</td>
<td>50</td>
<td>Cruise, Leisure, Corporate</td>
<td>Sabre, Apollo</td>
<td>Sabre, Apollo</td>
<td>Cruise, Leisure</td>
</tr>
<tr>
<td>Royal Caribbean</td>
<td>10 million</td>
<td>10</td>
<td>50</td>
<td>Cruise, Leisure, Corporate</td>
<td>Sabre, Apollo</td>
<td>Sabre, Apollo</td>
<td>Cruise, Leisure</td>
</tr>
</tbody>
</table>

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*Note: The above information is subject to change and should be verified with each agency.*

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*Please note: All numbers are approximate and subject to change.*

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*Information compiled by the Inland Empire Business Journal.*

---

*Contact Information:*

**Inland Empire Business Journal**

513 N. Magnolia Ave., Riverside, CA 92501

(909) 358-2200

Email: info@iebj.com

Website: www.iebj.com

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*Applicable NDA: Would Solicitor, as is not available.*

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*The Inland Empire Business Journal is the go-to source for the latest business news in the region. To stay informed, visit www.iebj.com.*
Finding the Right Advisor

As a travel agent, I acknowledge my responsibility to the hard-working men and women of that calling. These are the people who around the task of arranging your trips, leaving you to chart itineraries of business, leisure, and family. From personal experience, I know how important it is to choose the right travel agent.

In this issue, we feature several articles about travel, including advice on how to choose a travel agent. We've interviewed some of the top travel agents in the industry, and they share their insights and tips on how to find the right travel agent for you.

By Dan Stark

San Bernardino Hilton Launches "Directors Level" May 1

Without a doubt the San Bernardino Hilton is the city's leading hotel, says General Manager Tim Jenkins. "Mid-week is especially busy and we reach sell-out conditions frequently. Our small meeting rooms are also in such demand that we often turn them over three times a day."

Jenkins attributes this success to constant upgrading services and adding new amenities to keep pace with market demand. The new "Directors Level," open May 1, will offer greater comfort, security, and privacy for the discriminating traveler. The Pantistant Restaurant and Courtyard has also seen sales soar with a new dinner menu featuring regional American cuisine and a California theme.

"Our Courtyard has to be the most romantic spot for dinner on Hospitality Lane," he says. Jenkins is generous with his praise, "Our success is due to a dedicated team of people in the front office, because technology provided by Hilton, the most respected name in the hotel industry."

The Traveler's Market

Finding a travel agency is not always easy, says Arnaldo A. Polinere, Travel Director of the San Bernardino Convention and Visitors Bureau. "It's important to find a travel agent who you can trust, and who will help you make the most of your trip."

Mr. Polinere advises travelers to look for a travel agency that offers personalized service, and to ask questions about their experience and qualifications. He also recommends checking references and reading reviews from other travelers.

San Bernardino Hilton Launches "Directors Level" May 1

San Bernardino Hilton Launches "Directors Level" May 1

The San Bernardino Hilton has launched a new "Directors Level" for travelers. This level offers additional amenities and services for guests who want a higher level of comfort and convenience.

Our dedicated team will go the whole distance to meet your needs. Whether it be a showerhead that has been designed for your room, or a three-hour meeting for dinner, you know the details will be in good hands. Call Beth Riley (Catering) or Dale Staley (Sales) to book your next meeting. (909) 899-0131 or (1) 800-646-1065

San Bernardino Hilton

285 E. Hospitality Lane
San Bernardino, California 92406

The Perfect Travel Agent

by Jim M. Roberts

April 1996

Palm Springs

Visitors Information Center
2781 N. Palm Canyon Dr.
Palm Springs, CA 92262
(760) 778-4814 • Fax (760) 325-8335
Contact: Howard Jacobs

Ontario

Convention and Visitors Bureau
421 E. Auclair St.
Ontario, CA 91762
(909) 984-2450 • Fax (909) 984-7895
Exec. Director: Shirley Hunter

Temecula

Temecula Valley Chamber of Commerce
27450 Ynez Rd., #104
Temecula, CA 92590
(909) 676-5090 • Fax (909) 694-0201
Exec. Director: Alice Sullivan

Big Bear Lake

Big Bear Lake Resort Assoc.
Big Bear Lake, CA 92315
(909) 866-4607 • Fax (909) 866-5412
Road Condition: (909) 866-ROAD
Contact: Rosemary Rehfuss

Rancho Cucamonga

Visitors Bureau
Thomas Winery Plaza
7965 Vineyard Ave., Suite #5-F
Rancho Cucamonga, CA 91730
(909) 848-3166 • Fax (909) 599-5208
Exec. Director: Bob Lundby

Palm Springs Desert Resorts
C. V. B.
69-930 Highway 111, Suite 201
Rancho Mirage, CA 92270
(760) 770-9000 • Fax (760) 770-9001
President: Michael E. Pfeile

We Won't Meet You Halfway!

We won't meet you halfway! We won't even try to complicate your expressions, either. For southern california FOCUS shows other views. We've found the right voice. Our Own.

Any Radio Talk Show Can Get In Your Face.
With the recent release of our new Visitor's Guide, we have experienced overwhelming response from both tourists and local residents. The guide to visitors and prospective residents.

Several retail and tourism-themed businesses are distributing the guides as well as local real estate offices. The real estate offices are providing their own custom-made questionnaire that will be used by the city marketing team to focus its marketing efforts.

More than 25,000 guides are in the hands of visitors or are available at area businesses ready for distribution. In response to a recent advertisement in the Los Angeles Times, the chamber sent more than 1,000 guides within a two-week period.

Another information publication is being prepared. JSA Publishing is producing an official city map which will be available at the chamber office this month.

The Temecula Valley chamber is also in the process of setting up a Web page which will give out-of-towners and travelers instant access to information on accommodations, rental cars, recreation and attractions in the area. The Web site will also feature information on relocation, shopping centers, local organizations, and general information about local transportation, events, and government.

Visibility on the Internet will also benefit chamber members; directory of members will be accessible for anyone interested in Temecula. The chamber and JDC are now preparing the Web pages will be conveniently linked page-to-page so that potential residents and business prospects can easily move from one on-line area to another to retrieve information that will help them decide in favor of making Temecula home for their businesses and residences!

As more and more people go on-line, they find that the Internet would much of their personal — and professional — business through the computer. So it makes sense that for a nominal charge and a few key-strokes, you can change your business to thousands of potential customers by adding a home page to your chamber listings.

Here's how it works: as a member of the Temecula Valley Chamber of Commerce, you and your business will automatically be listed in the directory section of the chamber's Web page. You can give your business extra exposure by purchasing your

We want you to know that the Foothill Team guarantees the best personalized service, but many of our branches are literally across the street from those big banks. Mergers can be very disconcerting and certainly can take a toll on customers. The Temecula Valley chamber has experienced overwhelming response from both tourists and local residents. The guide to visitors and prospective residents.

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*LOOKING FOR* A FEW BIG BANK CUSTOMERS HAVE BEEN SEEN HEADING FOR THE HILLS.

Thank you to all big bank customers who have recently moved their accounts to nearby Foothill Independent Bank branches. It's no surprise because not only does Foothill provide the highest personalized service, but many of our branches are literally across the street from those big banks. Mergers can be very disconcerting and certainly can take a toll on customers. The Temecula Valley chamber has experienced overwhelming response from both tourists and local residents. The guide to visitors and prospective residents.

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Featured Speakers

Stacey A. Hilton, and Karen Blessing

Christine Raven and Cheryl Marshall

Andrea Brandt

Phyllis Clark

Steve Edgar

Joan Davis Gilmour

Eric Jagger Ph.D.

Ruth Klein

Dr. Joyce Kups

Ruth Laskin, M.A., A.

1996 WOMEN & BUSINESS EXPO
FRIDAY, MAY 17

Featured Speakers

Marcia Clark

Marianna Hines

Keynote Speakers

Marcia Clark speaks out on Gender and Justice

Program

7:00 AM Registration Booth Display — Networking
8:30 - 9:40 AM Keynote: Maritama Nunes
9:50 - 10:50 AM Session 1
10:55 - 11:55 AM Session 2
12:00 - 1:15 PM Lunch: Keynote Marcia Clark
1:25 - 4:00 PM Session 3
2:00 - 3:00 PM Booth Display

Registration

Registration fee includes: Lunch, three learning workshops, keynote speakers and networking reception.

Pre-Registration Required: The following pre-registration cost is $60 per person prior to April 25, $65 thereafter. (Groups of 8 or more may purchase tickets at $55 per person until April 25. You may pay by check or MasterCard.

Riverside: Friday, May 17, 1996, 7:00 AM - 4:00 PM
Location:

Inland Empire Business Journal
Registration: Women & Business Expo 1996
3445 Orange Street, Suite 105 (behind the Holiday Inn Riverside) (909) 484-7673 / FAX: (909) 391-5150

Seating is limited! Register today to secure your reservation.

Registration

Mail Payment and Registration Form to:

INLAND EMPIRE BUSINESS JOURNAL
Registration: Women & Business Expo 1996
3445 Orange Street, Suite 105 (behind the Holiday Inn Riverside)
Riverside, CA 92507-4892
(909) 484-7673 / FAX: (909) 391-5150

Dr. Shantali Slevin

Emily Teige

Barbara Whaley

Mary Shedlock

Phillip Phillips

Sue Peadon

Sheryl L. Rasch

Ann Sabatone

Marilyn Sherman

Nancy McGraw

Mary Marshall

Erik Phillips

Tina Jordan

Maureen Danielson
New Garment Bag Offers Business Travelers Convenience and Flexibility

Eventi's launch of its pullable garment bag, a revolutionary "green button" design has been extensively traveling since the touch of a button, according to Brian Lee, chief executive officer, chairman and founder of Eventi Inc., a luggage and travel accessory manufacturer.

"Busy travelers will appreciate Eventi's pullable garment bag that combines the convenience and flexibility of a carry-on with the stability and practicality of a heavy-duty case on wheels," said Lee. "Travelers can now save significant time and hassle.

At the press of Eventi's green button, a sturdy A-shaped design deploys to provide the user with exceptional maneuverability and stability of the bag to negotiate crowded airport terminals and walkways. The bag easily closes back to a lean profile by simply lifting the shoulder strap.

The Eventi pullable garment bag is specifically designed for the wear and tear needs of the frequent traveler. It features double-reinforced zippers, genuine leather handle and four heavy-duty wheels for travel over a variety of surfaces that range from carpet to asphalt. The lining is made from sturdy ballistic nylon that can withstand even the most rugged of baggage handlers. The entire bag folds to a height of approximately 23 inches, making it easy to store in an overhead compartment of a plane.

Designed as a garment bag, travelers can actually pack for a week's worth of clothing with the bag featuring a unique A-shaped design at the press of a green button. The Eventi pullable garment bag's rigid edges offer more room for clothing that fits the bag, allowing for a more efficient week's worth of travel.

Tour the eight desert cities...

continued from Page 15

The premiere musical events of the desert, and New Years Jazz at Indian Wells, Desert Wood Classics, and Rancho Mirage, have been the center of the desert in 1996.

The City of Rancho Mirage has developed an international reputation for world-class golf events. PGA West, the home and fall meeting of the La Quinta Amateurs, is known for being one of the world's finest golf courses. The event, known for its exceptional layout and demanding greens, is one of the world's finest golf courses. PGA West.

The event, known for its exceptional layout and demanding greens, is one of the world's finest golf courses.

Tips for attending...

- Arrive early — the balloons launch at 7 a.m. weather permitting, and remain airborne until dusk.
- Dress in layers — mornings are crisp and the afternoons usually warm up to about 80 degrees.
- Bring a blanket — the entire festival is held within the Southeast Riverside County Multi-Species Reserve at Lake Skinner County Park. Concert seating and balloon glow seating is in grassy lawns. No canoes or chairs are allowed, except for those with qualified medical needs.
- Stay for the weekend — the Festival site is a beautiful place to camp. Full recreational vehicle hookups are available within the Lake Skinner camping grounds. Reservations open in January and close fast. For information, call (800) 214-PARK [214-7272]. For ticket and event information, call (909) 676-4713.

Temecula Balloon & Wine Festival... continued from Page 16

Concerts: Saturday — 3 p.m. The Guess Who Blood Sweat and Tears
Sunday — 11 a.m. to 1 p.m. Little Chip and The Nightcrawlers
Hotel California, a tribute to The Eagles
Eddie Money

World Wide Web Home Page/Site Addresses

- Bank@Home, Union Bank's Internet Banking Center
  http://www.tdmi.com/union
- City of Ontario
  http://www.ci.ontario.ca.us
- Coldwell Banker Online
  http://www.coldwellbanker.com
- Enterprise for Economic Excellence, San Bernardino County
  http://www.sbcen.com
- LA TRADE, TradePort, U.S. Department of Commerce
  http://traedport.org
- Palm Springs Desert Resorts Convention and Visitors Bureau
  http://www.desert-resorts.com

BARTER EXCHANGE

Additional business through Bartering

Why not barter? Your business can benefit from the personal variation in business. The use of Bartering allows you to trade your time worth.

Your business will grow.

Business and Home alternatives

BARTER EXCHANGE

Additional business through Bartering

Why not barter? Your business can benefit from the personal variation in business. The use of Bartering allows you to trade your time worth.

Your business will grow.

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Your business will grow.
Sunkist Posts Record Sales

Sunkist Growers’ Inc., a worldwide leader in the production and distribution of citrus fruit products based in Ontario, posted record sales in 1995 and named its finding “Breaking of the year.”

Sunkist's award for sales performance increased from working with them in 1996. Apex & Wymore, associate director of Sunkist Consumer Brands division, said the company posted record sales due to the efforts of brokers such as Apex & Wymore, DeBellis & Wyum Brokerage. DeBellis said, “These firms have achieved incredible levels of sales. We look forward to working with them in 1996.”

Also in 1996, Sunkist’s award for sales performance was given to brokers such as Apex & Wymore, DeBellis & Wyum Brokerage. DeBellis said, “These firms have achieved incredible levels of sales. We look forward to working with them in 1996.”

For those of you with computers which have Pentium processors, more than 12 MB of RAM, arc on a network, and have a personal computer or a network that includes pentium's processor, there will be a feature that allows you to access the internet. This feature allows you to access the internet through a network. You can also use this feature to access the internet through a network.

PowerPoint also has a new feature that is long overdue. This new feature offers animation effects that can be applied to individual objects. Now instead of seeing simple text, you can have a single object slide into the page or slide away. Sound can be incorporated into the animation and you get to choose whether the object appears automatically or with the click of a mouse.

The program that comes with Microsoft PowerPoint, the latest version of the PowerPoint program, includes a few new features that make it easier to use. The program has a new feature that allows you to set up relationships for those tables, and you can also change a word completely with Find and Replace. Analyze My Table After Importing can be applied to individual objects, but they can be somewhat modified by you. You can also change a word completely with Find and Replace.

Basically the improvements in Office 95 are not major, but if you are working with multimedia, there are some very nice utilities, images, PowerPoint presentation tools including templates, backgrounds — clip art and multimedia files that you don't currently have that you can use for your working experiences, especially if you are working with an electronic desktop.

That's the focus of Office 95: application integration and group working. If you are a user who is familiar with personal computers and loves Windows 95, go out and upgrade. If you are still struggling with getting out a single document and think Excel is for accountants, then marvel what you have.

Microsoft Office is the best suite of products on the market, and as with everything else, if you don't utilize its potential, then it isn't worth the price you paid. Look at how you operate now and put together a plan that will minimize paper output, repetitive tasks and in-basket slack time.

With the way things are moving, many of us will soon be working remote locations and will be required to know more than just how to do it. So, type it now and be prepared for the next upgrade which will surely be a Unix "jump" into the 22nd century.

Caroline Jones is the training director at Word Command Associates in Rocklin. She is available to schedule training seminars or modify your business plans. The publisher does suggest that you type, all misspelled words are underlined in red. A quick click of the right mouse button lets you fix them at once. If you need to change a word completely with Find and Replace, the Word upgrade will not only change that word but will also change all variations of the word. So, if you need to change the word "bad" with "bug", it will also change "sold" to "bought" and "selling" to "buying."
by Steve Heaton

If you have family pets, such as dogs or cats, you know you need to take care of them and keep them under control. If you run a business, a lawsuit could be headed your way if you do not have control of your personal computers (PCs). The PC is not totally tame — it is critical in these days of high-tech equipment and new legal rulings to keep the wild personal computer under control.

The issues of PC control are vast: protecting against viruses; software copyright and piracy; hardware inventory; physical security and earthquake safety and control. Each one of these has legal ramifications.

VIRUSES

The virus problem is becoming very well known. Viruses have wiped out critical programs around the world, and many thousands of work-hours have been used trying to get rid of them, and to recover lost data. If you are in charge of important information stored on your PC disk, and if you don’t back it up or check for a virus, you could be liable.

Because of the common and widespread problems caused by different computer viruses, software manufacturers have been including virus detection enhancements in a lot of programs. Now even operating systems like DOS — the IBM platform’s basic disk operating system — have virus detection programs in them.

Here is a list of some steps to take if you have a virus on your PC:

1. Update software and don’t delay in running a reputable virus remover.
2. Avoid e-mail attachments.
3. Use antiviral software that provides daily updates.
4. Keep your antivirus software and operating system current.
5. Create an emergency repair floppy disk.
6. Use a reputable antivirus program.
7. Keep your system updated with patches and updates.
8. Be cautious with e-mail attachments and downloads.
9. Use a reputable antivirus program.
10. Keep your system updated with patches and updates.

FILE MANAGEMENT

Appearance and content of your PC are important.

When you use your PC, you are using your disk space. You must manage your disk space carefully.

INVENTORY

If you have a large number of computers, you must keep track of the number of users and the type of computers you have.

LICENSE AGREEMENTS

After being in the personal computer business since the beginning, and after spending over 10 years as a cutting-edge manager information systems (MSIS) department in the aerospace industry, I would say that violating license agreements is actually the biggest problem — for two reasons.

First, it is very easy to violate the software’s license agreement, even with the best intentions. In most cases, if you put one piece of software on a desktop computer, you have just violated its license agreement.

Second, with the ease of violating a software license agreement, there is one fine line that may come into play. Most software manufacturers are members of the Software Publishers Association (SPA) and the Washington D.C., which has an anti-counterfeit group that publishes advisories against software piracy. It also aggressively seeks prosecution for those who violate license agreements.

All it takes is one disgruntled employee, or ex-employee, to blow the whistle and your company may lose equipment and services without a legal instrument (like a subpoena) that requires you to show that you have a software package for each computer using it. If not, you get a lawsuit which may be criminal as well as civil.

To keep problems from accruing, you may institute a corporate policy that mandates some type of disciplinary action or termination for anyone found violating license agreements. Another avenue of protection is to have employees sign a statement that they will not violate the license agreements when using licensed software. After that, you must constantly audit the PCs to find out what software is on them.

With early legal decisions like Black v. United States — 238 U.S. 357, 364 (D. Me. 1917) — and many after that, it is clear that corporate officers are responsible to keep clear and accurate records on corporate assets to prevent fraud. In the legal climate today — with all the lawsuits — if anything goes wrong because you do not have accurate records on your PCs, you may have opened your door for an unwanted lawsuit.

INVENTORY

When you need to upgrade your computers, you need to know what you have so you also know what is needed. With that information, you can plan your capital budget and the chief financial officer and give him or her cost figures to make decisions. You may be able to go to each PC to get its serial number, that of CRT (control/monitor), keyboard, and the keyboard. Then find out what types of hardware are appropriate and keep records on them.

HARDWARE SECURITY

There are other aspects that need to be considered when taking care of your computers, such as the security of the physical computer. Things here that need to be considered are anti-theft security and earthquake security.

One is theft of the computer; to prevent this you must attach the computer to a chain or a cable and anchor it to a desk. Anti-theft cables are available from catalog computer suppliers.

Another security item is a special security screw that can be used to prevent internal memory cards, or other special processing cards, from being stolen. Once you inventory the computer, you will want to keep it in the same configuration — these security screws will prevent people from opening it up and changing things at will. This type of screw is available from special suppliers and many desk shops.

There are also earthquake devices that attach to the computer and desk so it will not fall off during an earthquake. These are different from the anti-theft devices. Anti-earthquake devices have no special anti-theft security features.

There are many other security devices available to keep your system secure. If you will take the time to evaluate all of them, and keep accurate records, you will be doing your company a service.

Steve Heaton is the owner of Crown Business Systems, a consulting firm that audits, inventories and secures PCs for companies.

"The results for the quarter show that we can continue to grow our business while holding down costs," said Marcia Clark, president of CinemaStar Luxury Theaters.

"We are convinced that the new theater will succeed in leveraging our unique real estate location and the diversity of our area has made the job easier," he said. "In the future, we expect to see more people in the theater, and we are committed to providing a positive experience for our customers, as well as on the company’s business operations."

"The Inland Empire has experienced tremendous growth in recent years, with the addition of new business and residential developments," said CinemaStar Luxury Theaters president and CEO John Ellison Jr.

"The nine-month figures showed revenues exceeding the same period last year. In addition, the company has continued to expand its efforts to attract new businesses to the Inland Empire," he said. "In the quarter just completed, the company added another screen to its existing locations, bringing the total to 15. The new screen is located at the Mission Grove Plaza in San Bernardino, California."

"The company is currently negotiating with several potential partners to open additional theaters in the region," he said. "We are convinced that the new theater will succeed in leveraging our unique real estate location and the diversity of our area has made the job easier."
SAFARIAND MEETS INTERNATIONAL STANDARD

SAFARIAND Ltd. Inc. — an Ontario-based maker of body armor, bulletproof vests, and other tactical equipment — received certification that its manufacturing processes met the ISO 9001 Quality Standard.

"It's the Olympic Gold Medal in the competitive world of international business and industry," said company President Scott O'Brien.

"This is a milestone that opens a new chapter of growth and competitiveness for Safariland.

"We are the only U.S. maker of tactical equipment who has received ISO 9001 certification," he said. "We're expecting this to trigger an increase in orders, both in law-enforcement body armor to have a license to sell in Australia, and international business and industrial parts manufactured in Ontario, Safety equipment, hard hats, bulletproof vests, and armor were being recognized by our customers and suppliers. We established a total quality management (TQM) program aimed at achieving continuous improvement in manufacturing processes and quality. The total quality management (TQM) program, which was launched in 1995, is a major focus of the company's efforts to improve its competitive advantage in the international marketplace.

"We're expecting this to happen," he said. "We're forecasting substantial growth in the next 12 months, and we believe this is a milestone that will be recognized by our customers and suppliers."
## Top Speed, Top Brass, Top Style

### TradePort debuts...

Continued from Page 39

| Trade and Commerce Agency, and information from several other categories, TradePort™ features an interactive tutorial, company profiles, market research, trade events, and requirements and details about trade events throughout the state and the nation. “International trade is the backbone of our economic recovery,” said Ray Remy, president of the Los Angeles Area Chamber of Commerce, TradePort™ is not just a home page on the Internet — it’s a Catch-22 culture rich with information that companies need in order to be successful exporters. LA TRADE is a regional export program dedicated to promoting international trade in Southern California and providing export counseling, marketing support, financial assistance and on-line trade tools to help American businesses. The regional program of the Los Angeles Area Chamber of Commerce, LA TRADE targets industries for which the region has a competitive edge, including computers and related electronics, telecommunications, multi-media and information technologies, environmental protection and technology, agriculture and processed foods. |

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**Manager's Bookshelf**


A simple concept that takes 50 pages to explain and another 20 pages to implement. The problem is that the book is a tricky simple concept. That may be the problem in establishing the new model for management teams advocated by the authors. According to the authors' theory, everyone in the team is an inborn leader of the entire marketing style that teams represent. When a team leader is appointed by a senior manager, the member of the team suspect that the configuration of management may have changed, but not the substance. The team will be asked to recommend decisions, but not implement them.

On the other hand, when a team elects its own leader, senior managers suspect that they have created another "committee" wherein nothing important happens and the responsibility for poor performance is diffused. Sims and Maiz correctly point out that there are many situations in which the team approach can and does work. They cite historical events and case examples where teams have made compensations more productive and effective. They believe that the real stumbling block in the failing cultures between and within organizations.

Where the corporate culture has traditionally looked upon a charismatic leader as the main pillar of the organization, it may be difficult to establish the bottom-up management style represented by teams. These "vanguard leaders" in the authors call, the same flaw as the earlier "strongman" and "transformational" leaders are leading "dependent followers." The new model of leadership is "The SuperLeader" who leads independent followers. The result is that the organization rests on many pillars instead of a single support. The trouble is, the authors may have been carried away by their pillared metaphor. The problem with the theory and the book is not that teams don't work in the organization, they just do. However, one problem really is two fold. First, many chief executive officers (CEO), with some justification, would prefer not to leave key management decisions in the hands of six or seven people who have never in their lives been responsible for making a payroll.

Second, in today's downsized, motivating people to truly work as a team has become difficult. It's hard to "act with integrity, be fair, have fun, and be socially responsible," as Sims and Maiz urge. That's especially true when the CEO announces they'll move the company to Boca Raton, FL, and states that only one person on the team will be joining him. By attempting to extend the concept they first presented in their excellent book "Business Without Bosses," the authors may be shedding more light on the limits of teams than they intended. "What is the goal?" should be the first question managers might ask before adopting a team approach to major programs. The second question should be, "How will teams help achieve it?" In their eagerness to advocate teams as a powerful and viable approach to business survival and growth, Sims and Maiz may be over-stating their case.

—Henry Holman
In Pursuit of Management... Mastery: Making Mistakes Meaningful

Marc Hardy

There are many reasons companies are forced into bankruptcy, but often the damage is self-inflicted. Such is the case of "Company X." Company X’s management was highly intolerant of anyone who made the occasional mistake or stumbled in their judgment.

Company X had a well-executed training program and policy manual, but management gave little authority to employees to make judgment calls. Highly critical of any errors, the management mercilessly berating employees, often in the presence of everyone else, had greatly dehumanized the learning environment in which taking risks and-experimenting was required. Such a culture quickly eliminated the learning process.

They expected people to make their positions without personal experimentation, without experiencing the sense of accomplishment that comes with overcoming a difficult obstacle on their own. However, this was nonsense—psychologists have called "manageable difficulty"—is important for motivation and confidence that leads to mastery.

Many managers are frustrated because their people don’t read the organization and policies and manual. They believe that if everyone would just follow the rulebook, the company would flourish, which is often hundreds of pages long, there would be no chance for employees to be untrustworthy, lack conviction, personality clashes power struggles and play. When we degrade the environment and errors of others, each cruel and thoughtless criticism and characterization drive people to lose confidence in doing more than the bare minimum.

Marc Hardy is an award-winning humorous motivational speaker and author of "Mastery: Making Mistakes Meaningful" for people throughout the United States and Canada. Hardy encourages his audiences to embrace adversity, look forward to failure and make their mistakes meaningful.

In 1999 Company X had suffered huge losses. In exchange for their favors, the resulting scandal rocked France.

The company collapsed. Politicians were diagnosed. de Lesseps’ officials were sent to jail and hundreds of small investors were ploughed into poverty.

In June 1902, the United States agreed to buy the French concession for $40 million, if the controlling Colombian government would cede the strip of land crossing the isthmus. A treaty to that effect was signed in 1903, but officials in Colombia were reluctant to ratify it.

The law gave companies agents and Panamanian businessmen, who plotted the area’s secession from Columbia. With the support of the United States, the Panamanians revolted against Colombia and declared Panama independent. Two weeks later, the United States, signed a treaty with Panama, agreeing to pay the country $40 million plus $25,000 a year for the use, occupation and administration of a 10-mile wide strip along the canal—five miles on each side. The use, occupation and administration of the Canal Zone was signed away. If the canal could not be completed, the Panama was to pay $10 million to the United States.

Ships travel through the canal by canal. First, ships fill up with water to raise a ship high above sea level and then empty to travel the Barcelona Cut. The upper Chagres River Valley on the Caribbean side passes through the Continental Divide at the Pedro Miguel Locks, and the Panama Canal Zone. It is the Panama Canal system is now in place and provides for safer and faster travel. A great deal of cargo is moved through the canal. The Panama Canal is the world’s busiest waterway, bringing the largest number of tankers and cargo vessels.

The Panama Canal:
A Shortcut Between Two Oceans

Marc’s battle with Nature has never been more dramatically told than through the true story of building a canal across the Isthmus of Panama, the southern-most country of Central America.

The dream of linking the oceans—a dream as old as Balboa’s discovery of the Pacific—was first attempted by the French. Lacroix Bonaparte Wysse had a great idea—why not build a canal along the existing railroad route? Wysse obtained the original concession to build a canal and, in 1878, sold his concession to Ferdinand de Lesseps, builder of the Suez Canal.

When de Lesseps formed a company to construct a canal across Panama, thousands of citizens rushed to invest their life savings. But he underestimated the obstacles of climate, disease and terrain. Nearly 30,000 men lost their lives in this venture. Of the surviving workers during this period was a then-unknown French painter named Paul Gauguin.

Steady financial manipulations and misleading cost estimates got the Panama Canal Company into trouble almost from the beginning. When a young politician got up to speak in the Chamber of Deputies to announce that dozens of civil servants, newspaper and politicians and more had been put in jail, he offered to put up his house in exchange for their favors, the resulting scandal rocked France.

George Goethals, chief engineer, succeeded where the French had failed. The United States took possession of the Isthmus on May 4, 1904. The first 2 1/2 years were devoted to the canal’s design and construction. The new function that brought health and efficiency to the operation; the actual construction was completed in 1914. George Goethals was not only the chief engineer, but he also served as the administrator responsible for the canal properties until he was appointed governor of the Canal Zone.

On Aug. 15, 1914, the S.S. Arcadia became the first ship to cross the newly completed Panama Canal. The ship handles about 37 ships per day, and all must be paid in cash in thousands of dollars in advance. Today, the average cost to travel the canal is a little more than $21,000. Up to the time of the crossing of the Princess Line’s Star Princess in May 1989, the Queen Elizabeth II held the record for the highest toll paid—$97,696.38. The Star Princess paid a whopping—and record-breaking—$116,000. The lowest toll was 36 cents, paid by Richard Helmsbur for to swim the canal.

Today the Panama Canal is now in place and provides for safer and faster travel. It is the world’s busiest waterway, bringing the largest number of tankers and cargo vessels.

A tall mast lighting system is now in place and provides for safer and faster travel. A great deal of cargo is moved through the canal. The Panama Canal system is now in place and provides for safer and faster travel. A great deal of cargo is moved through the canal. The Panama Canal is the world’s busiest waterway, bringing the largest number of tankers and cargo vessels.
INTERNET: TOO HOT TO STOP

In the last several months, this country has witnessed a change in marketing brought on by changes in technology. I have referred to this trend as "hotness-mania." In just the last month, my intent is to return to other issues related to marketing.

In these last four months, one top story continues to explode: the Internet. Its promise: every major magazine has run an article on the Internet in the last quarter. It's a day by day phenomenon, without any story breaking on the subject in the Wall Street Journal. This story and the possibilities it represents is unlike any other development I have witnessed in over a quarter of a century of following marketing news.

However, in the last few weeks, the excitement and upbeat reporting surrounding this crown has turned just a touch cautious and sour. Stories such as "Net Still Waiting for Sales," "Are We There Yet?" and "Net-Hype" question the real marketing benefits of the Web.

One tough question of such a powerful new medium is how useful is it in balancing the rhetoric. Many of the questions, which are critical of the more enthusiastic hoopla, are not well-constructed to point out that the incredible rise of commodity on the Net is not a fad with no proof of sales. In most cases, this is certainly true. I'd bet that only 5 percent of all the sites have actually sold products on the Net. However, in its use extended into the full context of marketing: communications, public relations, company and product information, traditional advertising, and customer relations. The incredible impact of the Internet should not be overlooked just because its sales potential is not yet fully understood.

One story in the Wall Street Journal states that a U.S. company's site had received hundreds of thousands of hits in one month for its catalogs from all over the world, "but has yet to get an order on the Internet." The story could have just as easily had the headline: "Our Internet Site Provides World-Wide Leads to U.S. Company.

"A new customer will result. No one medium alone is as effective as an integrated marketing plan using multiple media. The Internet is not an island that stands alone.

Another story puts out the demographics of current Internet users as being only 10 percent of the population. Peter Kraskovsky observes in his timely article, "Infringement on Main Street," that "women fall into four different groups: High Brow Aventurers; Info Scientists; Laggards; and Low Browns. We're concerned with the first two groups.

High Brow Aventurers represent 10 percent of the population. They are the most highly-educated and affluent consumers. Their intense use of information has translated into monetary success. They tend to be major executives of business owners. High Brow Info-venturers are the people who spend the business dollars and make the real decisions commercial! Even if the majority of Americans never use the Internet, with this group surfing, a profound effect is being made on the future.

Krasilovsky designates the next group of users as the Info Scientists. This group contains 20 percent of the market. He observes that "while highly successful, they tend to be younger and have not yet achieved the same degree of financial success as Info Adventurers. They may tend to do their own planning, not rely on advice from someone other than top executives."

The Internet does have a downside. If businesses create expectations that are too lofty, then unsatisfied goals may indeed cause a backlash. It is important to re- a few calls from good sales people, and

attention of big-time investors. There are eight privately owned low-ers with a market value in California under $20 million, but Bill 1991, which allows a series of businesses to go public for two years before it replaces the retailers of the country.

While its graphic power will provide a great tool for consumer interest in the future, the Internet will immedi-ately be a huge commercial tool, but left the industry and returned to Sales.

One of the "1991" operators operating in this region is the Adelanto Community Correctional Facility, which opened after the closure of another company. The facility is owned and operated by the city of Adelanto which built the prison on a certificate for a 20-year lease and a per-diem, per-prisoner bond. The inmates that are incarcerated at the Adelanto prison are there due to drug-related offenses and have 18 months or less to serve on their sentences.

Most inmates have only five to six months to go, said Acting Wardens Thelma Jillson. She said the prison has an active support group.

The incredible impact of the Internet should not overlook just because its sales potential is not yet understood.

EXCEPT FROM MARKET TOOL, January/February, 1996. Source: Find/SVP.

Ron Burgess is a marketing and mer­ chandising consultant specializing in integrated planning and marketing systems. A consultant for more than 20 years, Burgess has developed numerous automated marketing systems and charged $10,000, a full-service mar­ keting and graphic agency. He may be contacted at (909) 355-8111.

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UNION BANK OFFERS SERVICES via INTERNET

Computers, fax machines, cellu­ lar phones and pagers - improved technologies has really taken off. The computer is the one box that people, whether they be home or business, will use in the future.

"People are generally more pressed for time and are therefore finding conveniences," said Mark Van, vice president of interactive markets at Union Bank. "At the same time, people are using technology faster than ever before. The number of home PC's has exploded in the past two years.

"This finding is consistent with the Bank's Administration survey results which show customers are reducing their depend­ ence on bank branches in favor of electronic services.

Union Bank has expanded its "Intuit QuickBooks" service, which offers customers unprecedented access, convenience and control over their personal and small business finances.

"Our customers have told us that they want to be able to do their banking when it's convenient for them, and they like to pay bills electronically and balance their accounts automat-ically," added Terry Gray, Union Bank regional vice president for the Inland Empire. "We've responded by adding features that help our customers, such as a convenient work program, there has been only one inmate turned back, we had no excuses because sentences are too short to make it worthwhile. We have one guard and one driver to cover every 12 to 15 inmates.

Past Mayor Judith Crommie stated, "We are very pleased with the prison; the inmates have helped tremendously with working in the city.

There is an active support group at the prison that helped over 300 fam­ ilies in Adelanto at Christmas. The inmates assembled toys and put bask­ etballs together for those families who need help.

"Also," Crommie continued, "when the prison first started, the senior citizens thought that there would be a problem with the prisoners when they worked in public, but we see senior citizens and the prisoners talking when they have a break. The prisoners are willing to help any senior citizens if they can.

"The inmates are counted as part of the population of Adelanto for census purposes; as a result, this has increased the amount of state fund­ ing that the city receives by about 3 percent.

MAY • BUSINESS EXPO

WOMEN & BUSINESS

ADVERTORIAL

Union Bank Offers Services via Internet

By combining the best part of banking and technology, we've taken some of the headaches out of personal and small business finances.

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To introduce the Bank@Home service, marketing and graphics agency. He may be contacted at (909) 355-8111.

"Prisons are very good facili­ ties," Scarpia concluded. "They don't ask us if we want another one, the answer is 'yes.' They're good neigh­
THE MEAT PLACE
I love eating shellfish, but I make up in quality what I lose in quantity. However, when the menu says "shellfish," we somehow think of Middle Eastern, Asian, or South American. But what about seafood in the West? I would have thought, I'm part of that great generic group that likes to eat fish, but when Hitler rolled his tanks into France in 1940, the French "resistance" said, "Welcome neighbor, here's our art and women." So it should come as no surprise that I believe French food to be every bit as ethically derived as a Filipino dish based on local raw materials.

So, while dining at Le Rendezvous in San Bernardino, I had as much an idea of what I was eating while I jerked the chichl vichysoise in when I dined with the Kechwara tribe in a remote part of the Serengeti — if you do ever make it there, I strongly recommend the grilled dung beetle.

Anyway, I started my dining experience at Le Rendezvous with the chichl vichysoise. Who knows, you might lose a pound, I'm thinking, if you... but it's good, with less than thrilled. But I do like Seafood Landing and, before going, I would you work in an automobile by Robert Bledsoe

THE PLANK
I'm not sure what you meant by the phrase "to the plank," or whether you were referring to what I think you're thinking about the plank. But if you're thinking about the plank, then I would say that it sounds like a good idea. So, if you're going to the plank, then go ahead and enjoy your meal.

For the entire I can recommend it highly enough. (translation: read ducking in cherry sauce). This is something that you'll definitely want to try. It's hard to screw them up.

It's now too time for Rob to stand on his soapbox and give his commentary. It's the same thing you've heard before: I want more food! I need bigger portions! And I'm sure that started with the French revolution (2:9). The thing went very well with the fish and chips (37:9). Although I certainly wouldn't recommend going out of your way to get the fish and chips, they were good, it's hard to screw them up.

Then the shrimp bonanza began. A large shrimp cocktail was had ($7:9), followed by stuffed shrimp ($14:5), which was seasoned with crab meat and cheese stuffing, all at once in a split second. Needless to say, I rated in high on my carbohydrate food scale (I believe eating should be like a roller coaster ride). The food tasted as good as it looked. I have the same confidence that it would be the same in another restaurant. I'm thinking, if you want to eat healthy, then you should go out to eat healthy. I'm thinking, if you want to eat healthy, then you should go out to eat healthy.

Weis, which is a small office in the Midwest, said "we're worried about the food safety issue." But it's good, it's good to know that things are going well in the food safety area. If you want to eat healthy, then you should go out to eat healthy. It's good to know that things are going well in the food safety area. If you want to eat healthy, then you should go out to eat healthy.

The results are also consistent with the popular belief that drinking wine with raw oysters and sushi can help prevent against bacterial infections. By the way, the wine worked three to four times as well for Pumpkin, but we're in the last third of Summer... and some other form of travel, or the discomfort... have a glass of wine, but it's best to take it with your food.

It's anecdotal, to be sure, but this evidence is a result of the continued experience of 30 years of research. I'm not sure what you meant by the phrase "to the plank," or whether you were referring to what I think you're thinking about the plank. But if you're thinking about the plank, then I would say that it sounds like a good idea. So, if you're going to the plank, then go ahead and enjoy your meal.

Dry Creek Vineyards - The 1995 Chardonnay is the most interesting, richly aromatic, and complex in the range. It starts with a nose of ripe apple and tropical fruit, with flavors of ripe pear and melon, and a long, clean finish. I would recommend it for aging a bit before drinking. ($25)
Brought to you by

**Women & Business Expo**

**David F. Doten** was appointed as the executive trust officer for the Trust Department of the First National Bank & Trust. The announcement was made by Larry M. Rouchart, president and chief executive officer of the Pomona-based, $1.9 billion billion firm of Covington & Company, which is formerly known as Pomona First Federal Savings and Loan Association.

Doten joined PFB after 25 years of experience in the financial services industry, working as a credit analyst and vice president and manager of Riverside National Bank's Financial Services Group. Prior to that, Doten was employed by Steubenville National Bank—a subsidiary of Bank of America—as vice president and manager of its Business Banking Group. Doten also served Security Pacific National Bank as chief operating officer of Corporate Investment Services and vice president to trust manager of the bank's Inland Empire Region.

Doten earned his master's degree in business administration from Pepperdine University and a bachelor's degree in business administration from the University of Washington. He is an active member of Rotary International (Riverside Downtown), and serves the Mission Inn and UCR Athletics Foundations as director and treasurer of both organizations.

Chamber taps Holley as director

William L. Holley was named executive director and chief administrative officer of the Rancho Cucamonga Chamber of Commerce. Holley will lead the chamber, which serves nearly 6,000 businesses in Rancho Cucamonga and he replaces Judy Clayton who resigned in February.

Holley, a resident of Rancho Cucamonga since 1975, has 20 years of experience in the public service sector. He served as director of administrative services for Chino Hill district. He has served as director of community services for Rancho Cucamonga from 1977 to 1987. He also has five years of experience in private industry as owner of a management and consulting company.

**Vicenti, Lloyd & Stutzman conserve money for peers**

The LaVerne CPA and business consulting firm, Vicenti, Lloyd & Stutzman, has been named an independent peer review of its accounting and auditing services. The review concluded that the firm complies with the quality control standards set by the American Institute of Certified Public Accountants (AICPA), the national professional organization of CPAs.

The review was conducted by a team of CPAs from the Sacramento office of Vicenti, Lloyd & Stutzman's quality control policies and procedures, and inspected the firm's account and auditing practices. A firm's enrollment in one of the AICPA's practice-monitoring programs is required for continued membership in the institute, said Carl Vicenti, Lloyd and Stutzman's managing partner.

Assemblyman honor women of the year

Upland resident Cheryl Kays was named 1996 Woman of the Year for the 6th district by Assemblyman Jim Brittle, and Janet Gless was named Woman of the Year from the 64th district by Assemblyman Ted Wiggard. Both women were honored during a March 18 luncheon in Sacramento.

Gless is currently regional manager at Southern California Edison for the communities of Ontario, Rancho Cucamonga and Upland.

Gless's most notable achievements include serving as an 1964-65 president of the Upland Chamber of Commerce, chairman of the Upland Chamber's Government Relations Council, part secretary for the San Bernardino Community Hospital Association and part member of the board of directors for the Rancho Cucamonga Rotary Club and the Chaffey Community College Foundation.

Gless served on the Parent Teacher Association board for 25 years. He also served as Girl Scout Leader for his daughter and as team mother for her sons' little league teams.

After one of her sons was diagnosed with juvenile diabetes, Gless joined the Juvenile Diabetes Foundation (JDF) board of directors in 1996. She is currently vice president of the organization and served two years as president of the JDF's American regional board.

One of the most significant advancements for families during the course of type 1 diabetes is the use of an artificial pancreas—a device that measures blood glucose levels and automatically releases insulin, as needed, to keep blood sugar levels stable.

**Webb Students win science award**

A group of students from the Webb School in Claremont was selected as one of 12 regional high school teams in the 1996 Toshiba/Naional Science Teachers Association ExploraVision Award program, the world's largest student science competition.

The team members, all seniors, are: Ewawma Eswati-Mosad of Phillips Elementary School (Upland); and William Marshall of La Nioga West. The team was the top finisher in a region comprised of California, Nevada, and the Pacific Islands — including Hawaii and American Samoa.

More than 18,000 students entered the competition that asks them to envision what a selected form of technology would look like in 20 years. The students then designed an artificial heart of the future technology which would be composed of a flexible patient-friendly implant that would not require external battery packs, as they currently do.

**Pizza Proprietor Named to Temecula Chamber**

To many Turksi, owner of Starline Pizza and Ronnie Paws Run Pizza, was appointed the executive chamber of Commerce employee, group president John Spaneman announced.

Turksi, who lives with his wife, Heather, and their two children in Murrieta, said, "It is a great honor for me to be in the company of the many people who make this organization successful. We have a diverse membership, but the most important is the core of our chamber—the people who live and work in the area."

The church campus is being planned by nationally known designer Darrell Howe of Darrell Howe Associates Inc. and Darrell Howe Architects Inc. and designed by Frank W. Sprague of Palm Springs, Howe has created 23 churches throughout the country with an average assessed value of $200 million.

"I'm really excited about the project will require 12 to 18 months to complete and will bring together the best talent and experience of a variety of disciplines to meet the needs of the people of the Coachella Valley."

The church campus will be included in the Coachella Valley Community College's newly approved project to build bridges to all generations.
The company's residential real estate service division has over 22 offices in the state and employs more than 6,800 sales associates and staff — first of its kind national office center.

The company providing national lenders with title services on residential properties in California for more than a year, First American Title Insurance Company's Lenders Relations has introduced its new Advantage division (First American/Lenders Advantage) is expanding its boundaries by establishing a national office center.

Clients are able to place orders via electronic links, facsimile or by telephone. The real estate firm's website, www.coldwellbanker.com, offers inter-office communication capabilities and networking opportunities for Coldwell Banker employees.

The company's residential sales associates throughout the Southland were introduced to the company's new opportunities for Coldwell Banker associates throughout the Southland County.

The real estate firm's website (www.coldwellbanker.com) offers inter-office communication capabilities and networking opportunities for Coldwell Banker employees.

Bob Le Fevre, left, president of Coldwell Banker Southern California Company, and Regional Manager Charlie Johnson demonstrated the company's Internet services at a kick-off meeting.

Labin takes post at Lewis Homes
Paul Labin has been named director of property management for Coldwell Banker- Lewis Homes Management Corp. In his new position, he is responsible for approximately 3,000 apartments and nearly 1.5 million square feet of existing and planned residential properties in San Bernardino and Los Angeles counties. Labin, who oversees a staff of nearly 100, will also have charge of future developments totaling about 500,000 square feet.

Prior to joining the Lewis organization, he headed regional West Coast operations for Related Management Company. In supervisory positions at other major firms, his duties extended to more than 20,000 apartments and well over 2 million square-foot-retail and office space. Labin holds the CPM designation and is a licensed real estate broker.

Alhadef appointed to commercial law chair
Samuel C. Alhadef, a senior partner of Lovan & Alhadef, Cassou & Rose LLP, was appointed co-chair of the firm's Commercial Law Affiliates (CL.A) real estate practice section. CL.A is the world's largest international affiliation of independent business and commercial law firms. Alhadef received his bachelor's degree from Claremont Men's College and his juris doctor degree from the University of San Diego.

His concentration is in real estate, mortgage banking and commercial transactions. Alhadef’s firm has offices in Riverside, Temecula and San Diego.

Sales and Leases
CB Commercial Vice President Nelson Wheeler closed transactions in Upland that reportedly comprise 60 percent of the city's total shopping center real estate property sales for the previous year. CB Commercial represented both buyer and seller, Agent, Wheeler, of the firm's City of Industry office.

Property: Mountainview Shopping Center, less than 203,756-square-feet, $9 million. Wheeler was assisted by Bill Corridan, formerly of the Riverside office, and Bill Dennis of Anaheim.

CB Commercial of Riverside announced several completed deals, including the representation of buyer and seller in a 4.95-acre, $500,000 transaction that will result in several build-to-suit structures.

Oak Properties purchased industrial property on Railroad Street in Corona from OMA La Corona Properties. Agents: Gary Harvey, Riverside, and Bill Milligan, Anaheim.

Lambert Smith Hampton represented the owner of the Desert is expected to complete construction of an 8,360-square-foot sanctuary estimated, to cost $750,000. The Palm Desert structure, in keeping with ancient Byzantine white-washed walls and a blue dome, will serve as the center of the $1.5 million project — the installation of interior-mounted stained glass and iconographic artifacts — should be finished by spring, 1997.

Church projects...continued from Page 49

with the message that God still cares. The church is currently one of the nation's fastest growing churches and is expected to reach 5,000 members by the end of the decade. The new building will house a sanctuary estimated to cost $750,000. The Palm Desert structure, in keeping with ancient Byzantine white-washed walls and a blue dome, will serve as the center of the $1.5 million project — the installation of interior-mounted stained glass and iconographic artifacts — should be finished by spring, 1997.

“Will usually capture the vernacular of those small [Greek] island churches. It is proportionally correct in scale as well as to traditional design while accommodating the future needs and vision of its parishioners.”

The new church building, located on La Reina Drive, is more than triple the size of the original church. While the building is expected to be complete by late next month, the architect and contractor of the $1.5 million project — the installation of interior-mounted stained glass and iconographic artifacts — should be finished by spring, 1997.

Church projects...continued from Page 49

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Lorna Linda Chamber of Commerce
7:00 p.m.

Quality First Roofing, 1617 Jacinto, PSC, Whalen Pride of Italy, 627 Pooh Corner Daycare, Sharon 92373, Arshiz Zarrabi Blvd. #94, Redlands, CA 92373, Barton Corona 91719, Manny Rodriguez 92262, Pet Paradise, Pescado Mojado, McKinley #111-267, Corona, CA Pendell St., Palm Sbermet CA Page Me, Fontana, CA 92335, Bill Viramontes Thermal, CA 92274, AVE., Upland, CA 91786 P&J Janitorial PS Orangeco Cone A Hesperia, CA 92345, Gary R. 92201, St., Mktg., 88-200 Ave. 58, R1chard Reyes St., San Bernardino, CA 92408, Enrique Rodriguez

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## BANKRUPTCIES

**April 1996**

### October 9, 1995

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For The Community

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