Inside Workplace Violence
Reader Poll Results
IE Economy Maturing
The Inland Empire is growing up, and as it matures as a region, it could carry the rest of Southern California into economic recovery, according to the latest forecasts from Kenneth Leventhal & Co. The March report, which was authored by Walter Hahn, director of real estate consulting for the accounting firm, predicts that the Inland Empire should blossom into full recovery by mid-1995 and pick up enough steam from flourishing real estate and manufacturing to drag the rest of the Southland out of its economic doldrums.

"The future long-term growth prospects for the Inland Empire are excellent as the region continues its steady transition to a fully balanced economy," according to Dennis Watson, ONT's manager of community and public relations. Watson predicts that, with the summer season looming on the horizon, the planes will begin to fill-up. However, Watson says that a note pinned to her chest demanding that the government provide more assistance for the poor Johnny Duane Miles, the man who allegedly murdered Willem, was captured last month and is now facing life in prison for both Willem's murder and more than 20 beatings, robberies and rapes scattered throughout the Inland Empire. Authorities, who dubbed Miles "the Red Dragon Rapist," refer to the 27-year-old man as a predatory criminal with a frightening modus operandi that set his crimes apart from those of other serial rapists.

The one aspect of the Red Dragon case that was markedly different from others is that, the one who committed these heinous crimes, stalked his victims at their places of business. The Red Dragon selected his prey from the numbers of women working in their offices beyond regular hours, with a note pinned to her chest demanding that the government provide more assistance for the poor.
This Month in the Inland Empire Business Journal

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About the Cover

E veryone said that 1992 was the "Year of the Woman," well that simply isn't true. In fact, the 1990s are the "Decade of the Woman." Face it, there are more women in influential positions, more women-owned businesses and more women making key decisions than ever before. At the Business Journal, we recognized this trend three years ago, when we began our Women and Business Expo to recognize the important and growing role that women play in the business community.

We knew after our first Expo that there was a strong need for businesses to wake up and recognize this trend. On May 13, 1994, the Inland Empire Business Journal will host the 4th Annual Women and Business Expo at the Riverside Convention Center. For information on tickets, booths or speakers, please contact us at (909) 391-1051 ext 21 or 26.

April 1994

Inland Empire Business Journal

Casino Could Bring Gold Mine to Temecula Area

I f there is a common denominator that we found in our most recent fast poll on health care, it is that people are very passionate about the issue. Frankly, we were surprised by the number of responses we received, what was even more surprising was the amount of time people took in answering our questions.

However, despite a negative vote for the Clinton Plan, an overwhelming 91% of our readers agreed that some sort of health care reform is necessary.

In all, we received close to 100 responses to our poll, and most of the responses we got included at least a page of additional comments about our questions. One fax, in particular, even cited quotes and figures from other articles published in the Journal. Another reader completed almost two typed pages giving their opinions about health care.

Comments from our readers were about as varied as the issue itself. One reader said, "We doctors have put a lot of time and effort into reaching our positions. You should be lucky we don't charge what our services are really worth..."

Another reader had this to say: "Why is it that a U.S. pharmacist can purchase U.S. produced drugs in Mexico for a mere 1/20th of what he has to pay in the United States?"

As far as the questions we pose, 75% of our respondents said they did not favor the Clinton Plan. If the President’s plan is not going to get involved, let them provide the jobs and the services. The system we have is the best in the world. For working Americans, it is much too much for the disadvantaged," wrote one reader.

Health Care Fax Poll Gets Passionate Response

Finance

Leadership

Technology

Health Care

Inland Empire Business Journal


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National Health Care in Stable Condition While IE Condition Critical

Here in the Inland Empire, the health care industry was one of the hottest topics in the past year.

Appropriately, 1992 was a much better year for the health care industry nationwide than 1994 has been for the Inland Empire.

Disappointing revenues to Pacific Physician Services still unexplained plaguing stock prices haunted the headlines throughout the month of March. According to the Bureau of the Census, the downturn in revenue for the health care industry continued through the end of March.

Over $425 billion was earned nationwide by the industry in 1992, according to the 1992 Service Annual Survey. This total overall represents a 9 percent increase over 1991. Offices and clinics increased their income by 9 percent to nearly $150 billion last year.

On Tuesday, March 29, a national report was released by the Census Bureau's Industry Economics Department showing promising revenue totals for the health care industry.

Of that total, patients' private insurance programs paid about 43 percent. This and Medicaid paid about 20 percent.

Most of the income came from in-clinic, outpatient physician services, representing 8 percent of the total revenue. And outpatient services fell into this category. In-patient, in-hospital doctor care accounted for nearly 22 percent of the income.

Hospitals brought in most of the health care revenue. More than $335 billion was earned by hospitals across the nation. This figure represents an 8 percent increase over the previous year.

Nursing accounted for $42 billion in revenue. This industry also showed an 8 percent increase. Over 62% of income from nursing was paid by Medicare and Medicaid.

Patients directly paid only 25% towards nursing.  


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I think, my mind, the primary responsibility contained in the three-way test standard of the United States Constitution: Life, Liberty and Property. Protection of the people and these three fundamental rights in the primary obligation of our government. As a surpassing test, Section 1 of the California Constitution declares that: "All political power is inherent in the people. Government is instituted for their protection, security, and benefit." Therefore, the first priority of California's government is to protect its people. Government has allowed many other interests to interfere and has neglected this principal duty. One such interference is known as the "Tamales Bill of Rights." This bill was implemented by Governor Jerry Brown. Basically, this Bill of Rights protects convicts on parole, and actually gives a preference to felons, over those abaixoing law. This with a special standing provided felons by Governor Jerry Brown and his liberal Democrats in the legislature. California's inmates are permitted to file numerous suits about any grievance which they feel has been warranted, no matter how frivolous.

By 1986, Governor Jerry Brown appointed his Chief Justice Rose Bird to the Supreme Court. This led to a series of opinions which has undermined prison officials and the well being of countless inmates. One opinion, in 1986, rendered by Chief Justice Bird, determines that inmates cannot impose any limitations on an inmate's behavior unless "it is the least restrictive alternative available." This opinion has opened the flood gates to inmates and now prisoners who have nothing to do than play jail house lawyers, regularly challenging the expense of the taxpayers.

In fiscal year 1985-86, inmates filed 270 cases with the Attorney General's Correctional Legal Services. You see, the inmates get their very own section, at your expense, thanks to Governor Brown and liberal friends.

By 1992-93, this number of suits of inmates had increased to 744 and cost the taxpayers over $5 million. As a result, the Attorney General predicts there will be more than 1,000 cases filed by inmates. This incredible increase has put a tremendous strain on staff resources which draws personnel away from the prosecution of crime by the staff of the Attorney General. Plus the Department of Corrections must expend many more hours in this frivolous effort, all at taxpayers expense!

The Attorney General estimates that the cost of processing these inmates' lawsuits was about $6 million last year. That figure does not include the expenses incurred by the Department of Corrections.

As mayor of La Quinta, this is not your first entry into political life. What do you think you bring to the office of the supervisor that is related to your past experience? La Quinta was a county area only 11 years ago. At that time, we embarked on this plan to attract quality development, institute code enforcement and to establish a city identity. As a result, La Quinta has prospered.

I recognize that we need to work with one local city and not just giving away tax dollars. The county has many untapped resources. Affordable real estate, abundant water supply, the potential for the two regions' airports, Palm Springs for commercial traffic and Thermal Airport, as a spring board for the Enterprise Zone. People and diversity are not enough, you must learn leadership and not just giving away tax dollars and not your first entry.

What is the biggest problem facing the county? Of course most would say that the budget is the biggest issues facing the county today. Services can not keep pace with the expenditures, and dollars should be spent on those in need of care and are in need of care and are in need of care and are are in need of care.

What would you say is the biggest misconception about the image of the Inland Empire? The Inland Empire has been seen as a place where things will happen daily, a place where the population compared to that of the metropolitan Los Angeles and to the Bay area of Northern California. The Inland Empire is developing rapidly, but it has become a bedroom community, or worse as a bedroom community to the Los Angeles and Orange County areas. As a result, the Inland Empire is viewed in Sacramento and in Washington DC. Sacramento holds the key to dollars that could be spent on those services, aging issues and

I.E.B.J. Close-Up: John J. Peña

A closer look...

We must begin to support our local business.

What are your goals for La Quinta? The county has many untapped resources. Affordable real estate, abundant water supply, the potential for the two regions' airports, Palm Springs for commercial traffic and Thermal Airport, as a spring board for the Enterprise Zone. People and diversity are not enough, you must learn leadership and not just giving away tax dollars.

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Confessions of an AQMD Outlaw

By Glenn D. Southea

Regulation XV, the employee trip reduction law, enacted by the South Coast Air Quality Management District as a means to reduce air pollution, is up in the air. In fact, in the know, the bureaucratic style of the AQMD, is impacting the ability of small businesses to actually work to discourage trips to clean the air in Southern California, making clean air "outlaws" out of organizations that have spent literally millions of dollars, on their own initiative, to protect the environment.

I am a criminal, as far as the AQMD is concerned. Here’s what I mean. *I* was late in submitting the 80 page AQMD Regulation XV update report. This is not to be confused with a Regulation XV plan—nor is it, simply, an 80-page status report.

My update did not include enough taxpayer financed prizes and give-aways for carpoolers. The City of Claremont is slapped with a $25,000 "creative" penalty. The AQMD staff members believe that a penalty is not spent directly to pay for the AQMD, they seem to think the money must be spent on programs to clean the air. Because the AQMD’s "creative" penalty is not paid directly to the AQMD, they seem to think the money is not spending real money. By the way, when a "creative" penalty is assessed, it signals the start of a time-consuming negotiations process to reduce or eliminate the penalty. The City of Claremont is not opposed to promoting or encouraging employees to use other forms of transportation. The issue is whether the Average Vehicle Ridership (AVR) goal of 1.5 people per commuter trip is reasonable or not.

One of the AQMD suggested options to meet (AVR) goals, is that California government and private business close down one day a week.

The City of Claremont, while the city of Claremont, has been branded as just such an outlaw. It’s our obligation to not be late.

ID you hear the one about the convict who robbed a bank, but on parole? Hidden in the roll of money the teller gave the robber was a tear gas canister. After he was captured, the robber sued the bank for $2 million.

The mission of Citizens Against Lawsuit Abuse is to educate the public about the cost of lawsuit abuse, in order to create a climate for reform.

This actually happened, right here in California.

Frivolous lawsuit abuse lawyers like this one; lawyers designed to extract money from someone rather than to help a victim for a legitimate injury, are all too common in California, and they are costing us, in plenty.

A recent poll found that more than 2/3rds of all Southern Californians are afraid that one day they will be the victim of a lawsuit. What frustrates the system is that employers can reduce commuter trips and thus, increase their AVR.

Lawyers, like any other professional, provide a service to the public. It’s funny how everyone bashes personal injury attorneys and blames them for clogging up the courts with frivolous suits. Just as innocent as anyone.

When a client hires an attorney, they are simply asking the attorney to act as their advocate. As an advocate for an area of business, a customer is asking an attorney to provide a service.

So, why hasn’t the system been fixed? All you need to do is watch television to find the answer. We all see the television commercials and commercials that promise to revolutionize the government procurement process and it promises to revolutionize the government and it promises to revolutionize the government and it promises to revolutionize the government and it promises to revolutionize the government and it promises to revolutionize the government

Handcuffing Lawyers Stifles Justice

By Indiana Acres

America’s legal system is broken and there is no cure. There is nothing that can be done but sit on our hands and let the blame game for everything that’s wrong with the world continue. After he was captured, the robber sued the bank for $2 million.

What frustrates the American people is the increase in crime and the way the court system deals with it.

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California Business Easy Prey For Other States

By Bill Leonard

California has become easy prey for those who seek to fleece businesses to their states—and the fact that the California Legislature has not been the primary reason businesses are leaving. As Steven Hayward underscores in an article published last year by Policy Review, “Lasting California,” the fault lines that have undermined California’s economy, are not due to geography. Rather, California has been devastated by economic fault lines that have been underway years before the latest recession so brutally exposed them.

Indeed, the main causes cited by most commentaries, that have relocated or expanded in other states—or gone out of business—have been related to government policies: high taxes, complex regulations that involve lengthy, costly delays, and a fraud-ridden workers’ compensation system; unaffordable housing and commercial transportation and infrastructure system. According to a report by Southern California Edison, California has lost at least 700 manufacturing plants, 87% of which cited the poor business climate as their primary reason for leaving.

Last year, the Democrats in the Legislature finally attempted to ameliorate the plight of business in California. Many Democrats still seem unable to understand that policies resulting in high taxes or excessive and contradictory regulations have, and will, continue to undermine the long-term health of the California economy. They did manage to introduce a number of business retention bills, and some joined with Republicans in voting for measures friendly to business, including: consolidating economic development agencies and policies; providing monetary assistance for businesses in the state; making sure that tax credits and incentives for business development in designated areas are being administered; and providing for infrastructure improvement.

These bills were a positive change in the Legislature’s attitude toward the business environment, but these policies provide only short-term relief—and some could create more problems instead of solving them. For example, nearly every county and major resort town in the state has created an economic development agency. The bills consolidating these agencies’ economies—especially by creating duplication and inconsistent policies. However, economic development programs are funded by fees on business, and while that prevents increasing income taxes, the cost still needs to be incurred by consumers. Economic development bills may make the big business market for some legislators who promote business proposals that benefit their districts while simultaneously voting for stiffer regulations, higher taxes and other anti-business legislation that destroy the state’s overall business environment.

Several bills including (some were passed last year and others that are being considered this year) are attempts to encourage specific industries and markets. However, well-intended, these policies are hindrances to the market by political manipulation. Although the economic development strategies might foster more cooperation toward business on the part of the government, it can or should decide, target and promote certain business enterprises. Consumer interests, not special interests, should decide which businesses should be rewarded.

Bills that leverage funds for infrastructure improvements, business tax breaks or credits that apply equally to all businesses and government officials, the idea that government can or should decide, target and promote certain businesses is a Catch-22. Business tax breaks are virtually impossible to get these days on any decent terms. But getting out of the recession depends on government growth—which depends on economic recovery. That’s a Catch-22.

It’s also precisely the reason why SBA loans exist: to facilitate the growth of small businesses, thereby helping to bootstrap the economy out of its slump.

So, what’s the catch? If you have to ask, it’s obvious you’ve never had to deal with government bureaucracy. The SBA loan offers the longest terms available anywhere, up to 25 years for real estate, up to 10 years for equipment, fixed assets and working capital loans. It offers the lower down payments, too: 10%. If a property is a bargain, varying generally from 2.2-7.5% above the prime. SBA loans are available, with no prepayment penalty, and they are fully amortized—which means no balloon payments.

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Why New CEOs Fail

The end objective of the marketing process is not just to find and create a match, but to ensure that the match survives long enough to build a long and powerfully successful relationship. Why then, when companies look for the #1 person to lead their company, they throw out all the rules of marketing and hire people that don’t fit what they really want?

Wanted, One Exceptional Leader: The Board of Directors of a company with an expanding future is looking for the right leader to help us harvest that future and share in the rewards. We're critical of our competitors, and we're in the growth and development business. We are looking for an exceptional background in our industry so far, but conditions they have left are the answers. Yet, individual must be able to manage and motivate the team to do the most appropriate number of the really good ideas appear to be. But, we will how much you must have or not by the variables that have occurred. Despite the good reasons, the call on a CEO that needs direction, is entirely different of all their decisions. We’ve created or made excellent and costeffective company’s territory in the real world, but a few people-more openminded-will see in the story of Semco.

Hook #1: Base Salary — Requirements (or willingness to seek) don’t lack thereof) to admit it, cash in hand is still the main motivator, and, generally, is the single most important point in the negotiation.

Hook #2: Title — Again, we may say title is not important, but there is a whole world out there that is just waiting to be impressed with your business card that says “Chairman & CEO.”

Hook #3: Perks — Once the base has been settled, it’s time to talk about the benefits of the “5 Hooks” and why they don’t work as well as they used to. The answer often lies in the arena of comprehension.

Hook #4: Chemistry — This relationship may have ruined or ruined many a deal.

Hook #5: Robbery in the company and/or products — Most CEOs won’t take a job they don’t feel a future, no matter how good the other point looks.

We have left anything out? We don’t think so. In fact, we would wager that over 80% of all CEOs don’t look beyond the “5 hooks” in evaluating what or not they accept any given offer.

Five years ago, the “5 hooks” were probably enough but today, failure to look beyond them is contributing to the high CEO turnover I’ve all heard about. In other words, CEOs fail because they didn’t insist on pre-selling their 100-day strategy with the same vigor they spent selling their options and equity package. One of the principal reasons a 100-day strategy prior to signing your employment contract is to clarify the level of authority and decide making freedom you will be afforded in your new position. Unfortunately, since this strategy is not usually incorporated until after the ink is dry on the contract, most new CEOs discover all the “sacred cows” and personal limitations placed upon them by their new employer AFTER it is too late. In our experience, both the employer and the potential new employee would be MUCH HAPPIER if they could just agree to a first 100-day strategy BEFORE finalizing the contract.

In fact, the areas where a new CEO could make an exceptional impact have been proven through the experiences of hundreds of their predecessors. We suggest the following issues be incorporated in every CEO’s 100-day strategy:

- An independent assessment of the management team and its level of appropriateness and competency to meet the needs of the organization. The new CEO should be held responsible for their independent ensuring that no internal biases dilute or change the results.
- A full audit of the benefits, compensation and pension plans of the employees and key officers. A review today, most companies yield hundreds of thousands of dollars in savings per year.
- A comprehensive audit of the company’s employment contracts and obligations, plus their overall legal impact for their longevity as a result of all existing contracts.
- An assessment of the level of sophistication and appropriateness of the company’s marketing and sales strategies.

These strategies have proven to consistently bring major challenges to every CEO. Some of those CEOs give the freedom to exercise them to their full potential. And, few are given the freedom unless it is specifically negotiated for up front. Those CEOs strong enough and wise enough to clarify and capture that freedom BEFORE they officially join the company, will survive longer, accomplish more, and position themselves for a much more exciting and profitable career.

- Corporate in the managing director of Corporate Recourses, a consulting firm helping CEOs to return control of the CEO. For further information, please call him at (714) 921-1149.

Dr. Wayne Wagoner, the world-renowned futurist, coined the term “5 Hooks” to describe the process by which companies hire and evaluate new CEOs. He identified five key factors that influence a candidate’s decision to accept an executive position:

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2. Title
3. Perks
4. Chemistry
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These strategies have proven to consistently bring major challenges to every CEO. Some of those CEOs give the freedom to exercise them to their full potential. And, few are given the freedom unless it is specifically negotiated for up front. Those CEOs strong enough and wise enough to clarify and capture that freedom BEFORE they officially join the company, will survive longer, accomplish more, and position themselves for a much more exciting and profitable career.

- Corporate in the managing director of Corporate Recourses, a consulting firm helping CEOs to return control of the CEO. For further information, please call him at (714) 921-1149.

Dr. Wayne Wagoner, the world-renowned futurist, coined the term “5 Hooks” to describe the process by which companies hire and evaluate new CEOs. He identified five key factors that influence a candidate’s decision to accept an executive position:

1. Base Salary
2. Title
3. Perks
4. Chemistry
5. Robbery in the company and/or products

A full audit of the benefits, compensation and pension plans of the employees and key officers. Today, most companies yield hundreds of thousands of dollars in savings per year.

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Accounting: A Critical Management Tool

You can eliminate financial osteopaths and avoid a bankruptcy filing by creating an accurate accounting system (have a CPA assist you) and knowing how to use it. 

“Accounting can be straight forward and simple if you focus on and understand one main concept.” That concept, according to Hammack, is: “accounting focuses on the measurement and reporting, in monetary terms of the flows of resources (sales) into a business and the flows of resources (expenses) out of a business.”

An entrepreneur should leave the rest of the accounting principles and concepts to the accountants, bookkeepers and tax planners of the world,” said Hammack.

To have a successful company, you must recruit and develop an accounting team. Your accounting team should consist of an accountant, bookkeeper and income tax preparer. You should use your “team” on a regular basis, preferably quarterly, sometimes monthly.

Your accountant should provide you with a balance sheet which lists your assets (things you own), your liabilities (things you owe) and your equity or net investment (assets minus liabilities).

When your analysis is completed, set financial goals for the next three months, six months and one year. Be sure to use your financial statements to measure your success rate in achieving each goal.

According to Robert Hammack, owner of Marmack Business Services, a Riverside-based tax, accounting and consulting company.

The answer to these questions can usually be stated in one word, that is, “control.” To put it another way; the management wasn’t in control of the business, the business was in control of management!

The answer to these questions can usually be stated in one word, that is, “control.” To put it another way; the management wasn’t in control of the business, the business was in control of management!

You should also receive an income statement with schedules.
Graphics and Presentation Tools for Windows

Computer Marketplace, the Inland Empire company which manufactures and distributes new and used computer equipment, continues to secure its financial future. Today, in the office of the chairman of the board, the action was presented to the shareholders for approval. Splitting of the company sealed the acquisition of Synergy Solutions Inc., dba SSA, as well as International Associated Marketing Corp., dba PC Outlet. Both SSA and PC Outlet Out of 15 million to 50 million. Additionally, two computer-related corporations were acquired by Computer Marketplace later in the month. The company sealed the acquisition of Synergy Solutions Inc., dba SSA, as well as International Associated Marketing Corp., dba PC Outlet. Both SSA and PC Outlet

Blockbuster Still Alive and Well in Inland Empire

For the past few months it has appeared as if the curtain was closing on at least one video store chain in the Inland Empire. Blockbuster Video has recently closed on at least one video store, the Inland Empire outlet. Blockbusters in Ontario and Upland have recently locked their doors, and the chain’s Rancho Cucamonga facility has been demolished for closure in the near future.

An official announcement from Blockbuster’s Wally Kneif indicated that the closures do not signify trouble for the company. He stated that they were in the process of closing because the locations have reached the end of their respective lease terms.

According to Kneif, Blockbuster intends to open at least one new video store in the Inland Empire. By closing some of the already-existing stores, Blockbuster is making room for new, larger ones.

In Blockbuster’s plans is a game room for some of the new locations. Current facilities are not large enough to house such an addition.

MMI Reports Third Quarter Earnings

The recession has, once again, affected the medical industry here in the Inland Empire. MMI Medical Inc. announced its results for the third quarter of 1993, netted a total sale in the third quarter of $7,663,632. That figure represents more than four times the company’s total sales for the same period the previous year.

Computer Marketplace went ahead with its lease of 1993, to the tune of $2,070,000 units were offered at $4 per unit. Currently, Computer Marketplace is among the Inland Empire’s top 10 computer dealers.
Singing The Rites Of Spring

Springs has sprung. I think we can all agree that the signs are everywhere; from the massive numbers of wildflowers blooming in the field across from my office, or that it is actually light at 5:30 a.m. when I leave the house...not to mention the fact that the most famous rite of spring, baseball, has begun. Many members and guests at the Inland Empire Ad Club's March program had the opportunity to hear, firsthand, about the marketing of one of baseball's most successful minor league franchises, the Rancho Cucamonga Quakes. Scott Kelly, vice president of the club, delivered a lively program at the luncheon meeting, held March 10 at the Magic Lamp in R.C. His presentation, "Is it Baseball, or is it Entertainment...the marketing of the Quakes," talked about the great success the Quakes have enjoyed by offering a format of pro baseball and solid family entertainment. It was a real home run. This month, the Ad Club has two other happenings planned, including the American Advertising Federation's annual student competition. It will be held on Sat., April 23, at the Los Angeles Times and will include competing teams from several Southern California schools, including our own Cal Poly Pomona. On April 27, the club will hold its monthly luncheon meeting with a special guest and location to be announced. For information contact David McManigle at (818) 305-1090.

AND IN THE AWARDS DEPARTMENT...

In the last month, clients served by two local agencies picked up industry awards for their marketing communication materials. The 1994 catalog for Monrovia Nursery Company was honored with the Quill and Trowel Award from the Garden Writers Association of America. In addition, Color Spot, a bedding plant grower based in San Pablo, CA, was honored with an award for their trade show booth design by the California Landscape Contractors Association. Uber Advertising & Public Relations of Upland represents both companies and was responsible for the design of both of the award-winning projects. A technical poster and packaging combination developed for Lafayette Parts, an import automotive parts supplier based in Fremont, Calif., was honored by the Auto International Association as the most innovative new merchandising concept of the year. Stewart-Holt Advertising of Ontario is agency of record and handled the project.

BUY A DAY IN YOUR DUNGAREES

Here is a very cool way to get an extra "casual day" in the office and help a great charitable cause at the same time. TCI Cable Advertising of Ontario held their second annual, "Casual Day for a Cure" day recently. Working in conjunction with KBIG 104 and the Leukemia Society, they offered to allow any employee who chose to participate, the

Survey Tracks Trillion Dollar Wealth Transfer

With the United States taking the largest transfer of wealth in its history, almost $5 trillion will be exchanged, according to the latest U. S. Trust survey of Affluent Americans. The survey found that, of the top one percent of the wealthiest people in the country, a majority already have a will, along with a formal estate plan, and have discussed their estate planning with their spouse. The majority of those surveyed also expected to leave most of the estate to their spouse.

In cases where no living spouse is present, the children will be distributed two-thirds of the estates. Most of the parents interviewed said "it is a good idea to talk with children about inheritance," while only a small percent said they actually talked with their children about their plans.

Parents feel that, on the average, children should at least be 23-years of age before they should be allowed to take responsibility of a significant inheritance.

"Affluent parents are remarkably egalitarian in their termination of their children," said Franklin Uff, chairman and CEO of U.S. Trust Company of California, which performed the survey.

"Interestingly, factors such as who a parent feels closer to or fights with less, have little or no impact on the size of the inheritance. Nor are the sex or age of a child important" replied Uff.

Aside from the traditional passage of wealth to family members, a high percentage of those surveyed indicated that they also had philanthropic plans for their estate. The majority of people named colleges or academic institutions as beneficiaries. A smaller amount of those surveyed named health organizations, and an ever smaller amount named religious organizations as beneficiaries. Twenty-four percent planned to leave money to environmental causes or politics. Only a small amount, about 20%, said they would leave money to a museum or library.

Moving on, we find that only half those surveyed have established trusts to reduce their estate taxes, the most common type of trust is a revocable trust, but it is not a tax saving device. While a minority of more

For further information, please call the Office of Export Development at (310) 590-5965

Calendar is subject to change without notice.

1994 Trade Show Calendar

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SBA BUSINESS LOANS MADE EASY.

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American Managers Letting Their Feminine Sides Show

According to a new study by the University of California at Riverside, women in the workplace have brought about significant changes in the way businesses are managed.

The study conducted by Nanette Fondas, a faculty member at UCR, argues that managers of today possess what are perceived as feminine qualities: being understanding, more cooperative, interested in people, and not "power hungry." This management style is being adopted by male and female managers alike, she said.

Fondas, an assistant professor in the A. Gary Anderson Graduate School of Management at UCR, examined what she perceived as a shift in American management policies toward feminine characteristics. Fondas published her findings in a research paper titled "The Feminization of American Management."


In her paper, Fondas asserts that American businesses are moving toward what she refers to as "feminization" in management. "Managers are no longer told to command employees," Fondas said. "Instead, they are trained to be nurturing."

"Managers are encouraged to manage in a feminine style," Fondas said. "Management experts, researchers, and 'gurus' are all advising managers to change."

Male managers, however, are having a difficult time accepting this switch to a kinder, gentler form of management, according to Fondas. "People are afraid of labeling it feminine," Fondas said. "They find it threatening."

"If someone's got on to say that, in order to stem the male ego and avoid terms like "feminization," that some managers may find threatening, businesses are dubbing this new management trend with titles like participative management or high involvement. Under these forms of management, managers try to stress working in teams rather than having one authoritative leader or boss. The term denots a neutral tune, she said. Other terms avoid the use of "feminization," though, still create a masculine image, such as post-heroic management or the "un-leader."

She also pointed out the word "man" is even embedded in the title "manager."

"It's a fear of the feminine," she said, "but something that will become more comfortable as men's and women's career concerns and prospects converge."

Fondas primarily studied management literature such as books and business magazines dealing with management perspectives.

"I looked at how managers are told to manage," Fondas said. "Literature is a big cultural force. We have to pay attention to what it's saying."

Fondas also looked at managerial styles in other countries. She observed images which suggest American management is subordinate to Japan and Germany. This subordination indicates what is typically a feminine stance, a loss of power in the American workplace, Fondas said.

Fondas is not sure if the future of management will be like or what effects feminization will have on women.

She said in the short run, to remain globally competitive, managers will require employees to care for and spend more time on their work — a requirement of high involvement management. Ironically, she said, this could hurt women with families.

Sutro Study Says California Banks More Stable

A new report issued by Sutro and Company is predicting an overall negative national outlook for the banking industry will still be somewhat strained; however, three regions may be spared the national slowdown.

The report indicates that, while investing in intermediary stocks may be tougher during the next year, the Mountain states, the Southeast and California are doing better than the rest of the nation for investments.

The study suggests that investing in the stocks of intermediaries over the next year will be a difficult process because banking stocks, in general, will be under pressure.

According to the Sutro report, there are a few investment themes that should be considered.

Regional economic strength should be noted. Banks within stronger economic regions are better equipped to counter falling spreads with increased loan demand, offsetting the effects of decreased net interest. Therefore, the best bets for banking in the year to come would be banks and thrifts operating in the areas of strong or resurging economic activity.

Additionally, the report suggests focusing on small business or refinance your current real estate loans to lower expenses — there's no time like the present.

Interest rates are down to levels we haven't seen in years. That means lower monthly payments that can save you money well into the future.

At Wells Fargo, we're offering fixed and adjustable loans from $100,000 to $1,000,000. Our loans can be financed over 5, 10, or 15 years. And if you'd like to convert one of our adjustable loans to a fixed rate, it's easy to do — you won't even have to fill out a new application.

It's the right time to look into real estate financing — and Wells Fargo is the right place to start. Come into your local Wells Fargo office today, or give us a call at 1-800-35-WELLS.
How to Pick the Retirement Plan That's Right for You

As the land of opportunity, the United States of America is known as a place where people strive to make their dreams come true. As a result, businesses are born workers just went through the goods made here are of any product that has been opened or funded until the last day of your tax filing deadline — typically the last through their retirement years. The idea is to eliminate many, many more. The accountant or tax preparer set aside for the first quarter of the year's fiscal ending. Ask yourself what risks and returns offers investors a far greater chance of accumulating enough wealth to last through their retirement years than one which has only a few investment choices. Such prototype retirement plans are available at banks and financial institutions.

A SEP can be opened or funded before a tax-deductible contribution to a SEP plan. Many more. The great news about this is that choosing the right retirement plan — whether you’re thinking of establishing one for the first time or if you could improve on the one you currently have — will pay off in long-term added value for you and your business.

The U.S., because of this past caring attitude, has lost a lot of manufacturing jobs to foreign countries but as a matter of fact, they produced the worst kind of goods ever released on the market. But, that’s in the past. As the land of opportunity, people still try to come to the U.S., because it is where the system allows one to become as wealthy as one can dream. And because the idea that “everyone can make it in the U.S.,” America products are seen as U.S.-made products on your body or in your home, means that you are successful and “Americanized.” As you walk through foreign cities, you’ll see the products of the American “success story.” You see it in the blue-jean-clad individuals, who have adopted the cowboy (cowboy)-type of swagger. When you meet these people, it’s a close look and observe what other “American” products they have on or with them. You’ll be surprised.

Now is the time for all American manufacturers, small, medium and large to explore these foreign markets. There are many ways that this can be accomplished.

There are networks, such as the “International Trade Fair” in Ontario (905-983-8902); Women in World Trade in Irvine (714-852-6025); which can help even the smallest U.S. companies in researching foreign markets. Some of the many government organizations which may be of use to you:

- California Trade & Consumer Services, 801 “E” Street, Ste. 1700, Sacramento, CA 95814;
- Some businesses in California, such as Coca Cola, McDonald’s, and Pepsi, have always seen in the United States of America a large and growing market. But, as with most small businesses, owners, an inexpensive, packaged or prototype plan such as a Keogh or Simplified Employee Pension Plan that has been approved by the Internal Revenue Service is often preferable to the more expensive “customized” plan.

The next step to build contacts with the market outside the boundaries of the United States of America is NOW. The market outside the U.S. is almost one hundred times the market within the U.S.

Just because the gentle people of the U.S. do not believe that the goods made here are of any value (why else would we buy foreign merchandise?), that does not mean that people in other parts of the world think the same way.

Oh, yes, we went through a period in which the American born workers just went through the routines and pretended to produce top-quality merchandise but as a matter of fact, they produced the worst kind of goods ever released on the market. But, that’s in the past. As the land of opportunity, people still try to come to the U.S., because it is where the system allows one to become as wealthy as one can dream. And because the idea that “everyone can make it in the U.S.,” America products are seen as U.S.-made products on your body or in your home, means that you are successful and “Americanized.” As you walk through foreign cities, you’ll see the products of the American “success story.” You see it in the blue-jean-clad individuals, who have adopted the cowboy (cowboy)-type of swagger. When you meet these people, it’s a close look and observe what other “American” products they have on or with them. You’ll be surprised.

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Economy Growing Up, According to New Report

Four Keys to Inland Empire's Economic Recovery

- Growth in the Orange and Los Angeles County economies. Employment growth in these counties will employ presently unemployed workers living in the Inland Empire and reduce its unemployment rate, which is nearly two times Orange County's and almost 50% higher than Los Angeles County's.

- Residential construction should boom again and add large numbers of employees in construction and the other sectors that participate in the housing unit construction and sale process.

- The manufacturing and wholesale trade sectors will add many jobs as the Southern California economy grows and as manufacturing and distribution firms continue to move to and expand in the Inland Empire.

- Later in the decade, construction of office and industrial buildings will boost the economy by expanding construction employment and employment in the other sectors involved in nonresidential building development.

The Inland Empire is growing up, and as it matures as a region it could carry the rest of Southern California into economic recovery, according to the latest forecasts from Kenneth Leventhal & Co.

Comments like Fallwell's are exactly what Hahn hopes; his study indicates that the Inland Empire was hard hit by large numbers of job losses in the area during the first two years of the '80s.

"If you ask me, the economy now is worse than it ever was," said Mike Fallwell, a small business owner in Corona. "Product orders are down and everyone keeps saying that we're going into recovery. Well, all the predictions and articles in the world don't say that business is worse than I've ever seen it, and I've been doing business in this region for some 13 years."

While this bright news for the Inland Empire may sound dim for Orange and LA County, Hahn adds that, while these areas may lose some manufacturing or other industries, partially driven by the passage of the North American Free Trade Agreement, it is this coupling of increased employment in the four-county area that Hahn is predicting will, in turn, light a fire under the Inland Empire's housing market pushing it beyond the housing explosion that the area experienced during the late '80s.

"The outlook is that Riverside and San Bernadino Counties each could experience production levels of over 20,000 housing units in the next two years during the 1990s... according to the study. This production of homes could exceed the average of 23,000 homes produced annually in the area between 1985 and 1989 when housing construction was at its peak.

Hahn explains that with all four counties, Orange, Riverside, San Bernadino and Los Angeles, seeing increases in employment, workers will flood the Inland Empire in search of affordable housing. As this trend occurs, the Inland Empire's current housing supply will dwindle forcing additional construction which will create even more jobs for the area.

"A cycle will develop where the people who can't afford the housing in Orange and LA Counties will flock to the Inland Empire," said Hahn. "As these people locate to the area, this will begin to bring a need for more service-related industries which will employ people who live in the Inland Empire."

Housing construction is not the only area that will spur on the Inland Empire's economic expansion process. According to the study, the Riverside/San Bernadino region will experience a growth in nonresidential building as well, with construction in office space and industrial facilities climbing slowly until 1991 when Hahn estimates that vacancy rates will drop below 10%, making building economically feasible.

"After office construction revives, the annual levels of construction and absorption would be higher than they were in the 1980's. As the Inland Empire economy becomes more balanced, and large office-using firms serving large regional increases in unemployment start to locate in the Inland Empire," said Hahn.

As far as employment predictions are concerned, Hahn's study also predicts high growth for the Inland region with the largest expansion coming in the last part of the 20th century. During the boom years of the '80s, this region saw average increases in employment amounting to about 38,500 per year. Hahn speculates that these employment growth figures should be equalled and possibly surpassed during the last four years of the decade.

The Inland Empire is growing up, and as it matures as a region it could carry the rest of Southern California into economic recovery, according to the latest forecasts from Kenneth Leventhal & Co.

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Hardie Gambles on New Business Venture in Inland Empire

It seems that a traditional midwestern pastime is starting to catch on here in the Inland Empire. Harness racing is coming to Riverside County and is bringing some encouraging economic figures along for the ride.

Today, Emerald Ranch is one of Southern California's major thoroughbred training centers, and with the completion of this new project, will become California's premier harness racing complex.

Emerald Meadows Ranch, located adjacent to the Santa Ana River and Highway 60, is one of California's most historic thoroughbred operations. The ranch intends to develop a multi-million dollar harness racing and equestrian center. This facility will be California's first permanent racing center for live harness racing.

Jaimi Reddy of Riverside, former mayor of Cathedral City, also owns the Club at Los Angeles. "Today, Emerald Ranch is one of Southern California's major thoroughbred training centers and, with the completion of this new project, will become California's premier harness racing complex," said Reddy. If all goes according to plan, the Riverside area will reap the benefits of the project as construction of the facility is predicted to spark the local economy.

"This project will create several hundred new jobs for the immediate community by stimulating a new business industry, thus generating thousands of revenue dollars for Riverside County," Reddy stated. "More exact predictions of the economic impact estimate that tens of thousands of dollars in new economic activity will be generated and at least 175 new jobs will be created."

An increase in local property values is anticipated as a result of the project. Property near to the track is expected to gain value because of its proximity to an anticipated revenue attraction.

This project will create several hundred new jobs for the immediate community by stimulating a new business industry, thus generating thousands of revenue dollars for Riverside County.

Live harness racing will be featured 2 weeks out of the year. The site will be equipped to train and maintain a total of 600 horses.

The proposed construction includes luxurious facilities for spectators of the sport. Guests will be able to enjoy a turf club and restaurant on the grounds of the center. In addition, a 2000-seat, state-of-the-art grandstand will be constructed. Satellite wagering will also be available to patrons.

The entire ranch sits on 150 acres with a 1/2-mile harness racing track that will be expanded to a 3/8-mile track. According to Hardie, harness racing has an historic hobby.

"Harness racing made its debut during the 1800s, especially at county and state fairs. It is our goal to bring similar fun and exiting family entertainment to the local community," he commented.

By spring of 1994, the permitting process should be completed on the project. Construction is scheduled to begin in the fall. If all goes well, the summer of 1995 will see the grand opening of Emerald Meadows Harness Racing.

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1994 Calendar

of Special Issues

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Ontario Airport Calls in Help to Promote International Service

Ontario Airport is not going to sit on its laurels; rather, it plans to step-up its marketing campaign to ensure that the flights are filled year-round.

"We are hoping that the summer, along with the World Cup Soccer Tournament coming in July, will see an increase in the number of families flying to Mexico," said Watson. To ensure that the expected increase in passengers during the summer don't dwindle as the season's pace, Watson has organized a group of about 30 representatives from both the airport and local tourism agencies to fly to Mexico at the beginning of April. These representatives are scheduled to meet with more than 200 Mexican travel agents to "sell" the Inland Empire and Ontario Airport as resort destinations, according to Watson.

Ontario's international travelers, according to a representative from Mexicana Airlines, "I think the biggest problem for Mexican travel agents is to sell the Inland Empire and Ontario Airport as a more convenient alternative to Los Angeles." Watson is hoping that his marketing force can capitalize on the uncrowded reputation of Ontario Airport by contrasting it with the hustle of LAX.

"This may not be exactly a selling point for some international travelers, according to Mexican Airlines. "Ontario's airport as a more convenient alternative to Los Angeles is under the "You can't beat the friendly" to its travellers from Mexico, most of whom are families living in the U.S. with relatives south of the border. Ontario Airport is under the operation of the Los Angeles Department of Airports which also owns and operates LAX. In the past, many of the Inland Empire business community have been critical of the Department of Airports for not adequately funding Ontario. These claims came to a head recently when the construction of a new terminal at Ontario Airport was put on hold until a dispute over increased landing fees was resolved at LAX. According to a report issued by the LA Department of Airports, Ontario International has an economic impact on the Inland Empire in excess of $5.4 billion per year and provides more than $5,000 jobs to the community both directly and indirectly. The next community meeting is scheduled for April 13th.
Turning Your Picnic Into an Event to Remember

By Sue Leggett and Barbara Rozema

You can turn your ordinary picnic into an extraordinary event with these extra tips.

Looking back to last year’s company picnic, was it a good memory or an experience you wish you could forget? With detailed planning and some creative ideas, your picnic can be a well attended and successful experience, one that your employees will anticipate each year. Consider the nine key items when you begin planning your picnic.

1. Planning is a necessity and the groundwork for any successful event. A professional event planner can handle all aspects of your event from start to finish or just certain components. If a committee is involved, schedule several planning meetings to delegate responsibility. Set realistic deadlines and utilize check lists. A schedule flow chart will make sure all duties and needs have been covered.

2. Budget is your next consideration. An unrealistic budget causes problems and wastes valuable time. The lowest bid is not always your best option. Make sure all components are in writing. An experienced event planner will save you money and time. Listen to their recommendations and utilize their resources.

3. Staffing is often not considered when planning an event. Poor elevations, baskets, linens, and floral work make a buffet table spectacular. Make sure the food is covered and kept at the right temperature. Using an experienced caterer is a necessity. The friend or relative of an employee may not be the best choice for a successful event. Make sure your food professional has the experience to handle a large crowd. There is nothing worse than people standing around waiting for food in long lines.

4. Consider a theme for the picnic this year. A western cookout with western line dancing and western props is a very popular theme. Hawaiian or tropical decor, American Country Fairs or Kentucky Derby, are very effective and lots of fun. Music or entertainment add to the event and should coordinate with your theme. Your event planner can recommend several sources and can coordinate booking and scheduling. Visit your picnic site way ahead of your scheduled date. Many picnic sites are held at regional parks. Check out the electricity, one of the most overlooked necessities. Concession equipment, coffee pots and lighting all need power to operate.

5. Consider theme props, such as western hats, or tropical decor, that can go hand-in-hand, if you always got. A successful picnic takes hours of planning... can your employees spare the hours necessary for coordination? Hiring a professional event planner cost effective. They can avoid any mistakes. Don’t be afraid to venture out and try something new... if you always do what you always did, you’ll always get what you always got.

6. A kids area for family picnics should be considered. A moon bounce or a clown keep little ones happy and mom and dad less stressed out. Older children and teens enjoy dunk tanks, bingo and organized games. Make sure that all rules for the games are typed and available for the game organizers.

7. Clean-up is never a popular activity. People will come just to see how you will “top last year’s surprise.” A successful picnic this year. A western cookout with western line dancing and western props is a very popular theme. Hawaiian or tropical decor, American Country Fairs or Kentucky Derby, are very effective and lots of fun. Music or entertainment add to the event and should coordinate with your theme. Your event planner can recommend several sources and can coordinate booking and scheduling. Visit your picnic site way ahead of your scheduled date. Many picnic sites are held at regional parks. Check out the electricity, one of the most overlooked necessities. Concession equipment, coffee pots and lighting all need power to operate.

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Uve, "eam civic ponps emotional Jndith which specializes throagbout of rectara oa traiaia &. ur ud offering cutting edge programs on transition of the Inland Empire, including large employers, and is a dynamic individual and group work in security and service organizations. She serves as the president of the Christie College Foundations and is past president of the Los Angeles Chapter of the Financial Women's Association.

DEBORAH McNAUGHTON
McNaughton is a nationally and internationally recognized professional credit counselor. She teaches credit and financial strategy seminars and is a dynamic speaker who has been featured in numerous magazines. She is the author of Everything You Need to Know about Credit.

JEANNE LOCHRIN
Lochrin is a dynamic speaker, writer and business consultant offering cutting edge programs on transaction issues, creative financial management and life balance. She serves as president of the Christie College Foundations and is past president of the Los Angeles Chapter of the Financial Women's Association.

Gloria Allred is probably one of the most widely recognized and influential leaders in the feminist movement. Allred is the founder and president of the Women's Legal Rights Defenses and Education Fund. Articles about Gloria have appeared in periodicals throughout the United States. As well as being an author and activist, Gloria has been a noted attorney and has been a radio program host.

DR. LAURA SCHLESSINGER
Dr. Laura Schlessinger is the rescued talk show host for KFI radio. She has appeared nationally on entertainment talk shows, "Geraldo," "The View" and "The Oprah Winfrey Show" and "CBS Radio." Dr. Schlessinger was also one of the most popular keynote speakers at the Wall Street Journal, New York Times and Time Magazine. As well as being an author and activist, Dr. Schlessinger is also a noted attorney and has been a radio program host.

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New Treatment Available for Old Problem

The U.S. Food and Drug Administration has approved the marketing of Contigen® Bard® Collagen Implant a medical device which has been shown to substantially help people suffering from stress urinary incontinence due to intrinsic sphincter deficiency.

The National Institutes of Health estimates that at least 10 million Americans experience some type of urinary incontinence, the involuntary loss of urine, and that many have not sought professional medical help.

"Contigen implant offers real hope and a potential solution for many people whose lives are disrupted by this condition," said Alex Batta, M.D., Riverside Medical Clinic Urologist. "Now there is a nonsurgical procedure that can be performed on an outpatient basis, and that has been proven safe and effective in clinical studies."

INCONTINENCE SUFFERERS

Urinary incontinence is not a disease, but a symptom of an underlying condition. A range of conditions and disorders can cause incontinence including childbirth, surgery to the urinary tract including to the prostate, birth defects, neurological diseases, medication, spinal injury, hormone deficiency and other factors. Approximately 85% of people who are incontinent are women.

Studies reveal that many people with urinary incontinence do not seek professional help because they are too embarrassed to talk about their condition and/or are unaware that there are treatment alternatives. Americans spend more than $10 billion on products to help them cope with incontinence or to hide the problem without looking for ways to treat the cause of the inconvenience.

STRESS URINARY INCONTINENCE

Contigen implant is a treatment option for patients suffering from stress urinary incontinence due to intrinsic sphincter deficiency. SUI, one of the four types of incontinence, affects the largest percentage of incontinent people. It is characterized by the loss of urine when abdominal pressure is exerted on the bladder. Simple actions such as sneezing, laughing, walking, coughing and exercising may cause the bladder to lose urine.

CONTIGEN BARD COLLAGEN IMPLANT

Contigen implant consists of cross-linked bovine collagen. Collagen is a naturally-occurring protein in humans and animals that helps form the connective tissues in the skin, cartilage, bone and tendons. When Contigen implant, which is highly purified through a patented process, is injected into the tissues surrounding the urethra, it adds bulk to the tissues and increases the urethral resistance to leakage.

"Contigen implant offers real hope and a potential solution for many people whose lives are disrupted by this condition," said Alex Batta, M.D., Riverside Medical Clinic Urologist.

The procedure is performed by a trained physician, usually on an outpatient basis using a local anesthetic. Such procedures are available through the Urology Department at Riverside Medical Clinic. Contigen implant is dispensed through prefilled syringes, and the injections may be repeated over a period of time as needed to achieve the desired bulking around the urethra. The results of the clinical trials indicate the general takes one to three injection sessions to initially show improvement, with most patients initially achieving improvement or continence with a total of 28 cc’s or less of Contigen implant. Most patients require periodic injections to maintain improvement.

CANDIDATES FOR CONTIGEN IMPLANT

The patients who are most likely to benefit from Contigen implant will be selected through a careful evaluation process by a physician specializing in the treatment of urinary incontinence.

Once patients are evaluated, and it is determined that they may be helped by the device, the physician will administer a Contigen implant skin test to a patient’s forearm 28 days prior to the scheduled treatment to check for hypersensitivity to bovine collagen. Patients showing hypersensitivity (less than 3% of those tested for the clinical study) cannot be treated with Contigen implant.

CLINICAL TRIALS FOR CONTIGEN IMPLANT

Clinical trial results for Contigen implant involved a total of 382 patients treated over five years and were conducted at seven sites: University of Michigan in Ann Arbor, Louisiana State University in New Orleans; Sheppard Spinal Center in Atlanta; Long Island Jewish Medical Center in New York; Albany Medical College in New York; Duke University in Durham, N.C. and Saint Joseph’s Hospital at the University of California at Irvine. The 382 patients treated in the study had been incontinent for at least three months, with the majority of patients having been incontinent for more than one year. The latest group for whom data was analyzed comprised of 306 patients who suffered from a severe type of stress incontinence characterized as intrinsic sphincter deficiency. The progress of 271 of the 306 patients was followed for at least one year.

Of these 271 patients, 252 (93%) showed some improvement at some time during the study and 168 (62%) became dry at some time during the study. In females, 95% of the patients who improved required one or two injection sessions to first achieve improvement; in males, 94% of the patients who initially improved required one to three treatment sessions. Most patients required retreatments to maintain improvement or dryness.

"Results of the studies indicate that Contigen implant may be beneficial to a significant number of patients and in potentially a major solution for thousands of people suffering from stress incontinence," said Edward J. McGuire, M.D., professor and director, division of Urology, at the University of Texas Health Science Center at Houston, and one of the lead investigators of the clinical trials.

MANAGEMENT AND TREATMENT FOR STRESS INCONTINENCE

Until now, management and treatment of stress incontinence often inconvenient, cumbersome and restrictive to the patient. A pubovaginal sling procedure is the most common surgical treatment for the type of stress incontinence for which Contigen implant is indicated. Artificial sphincters may also be implanted in selected patients. However, these surgical procedures are expensive and require a hospital stay and lengthy recuperation period.

The U.S. Food and Drug Administration has approved the marketing of Contigen Bard Collagen Implant a medical device which has been shown to substantially help people suffering from stress urinary incontinence due to intrinsic sphincter deficiency.

"This new Contigen implant therapy is simple and easy to do in an outpatient setting," said Dr. Batta. Anyone interested in learning more about the procedure can do so by contacting the Riverside Medical Clinic Urology Department at 782-3670. Patients may be referred to any of the five major studies conducted in the United States: Duke University; Long Island Jewish Medical Center; University of Michigan in Ann Arbor; Louisiana State University in New Orleans; and the University of California at Irvine.

You're off to a good start once you assure your employees that Aetna Health Plans will give them a great choice of doctors. And they'll be covered for things they never want to be covered for, like physicals and mammograms. You can offer them a plan that's as flexible, they can even go out of the network if they want, for a lower level of coverage. So they'll feel good about their plan, and your bottom line won't suffer. By now, your employees should have a healthy interest. So offer the choice: no red tape. For more inducements, call your broker or us at 310.551-5341.
Pacific Physician Catches a Ride on Stock Roller Coaster

As is common in the business world, this past month has certainly been eventful for Redlands-based Pacific Physician Services. On Thursday, March 10, the company announced plans for expansion into Reno, Nevada. Along with the expansion statement, promising first quarter revenues, the company surprised the markets with a 38% stock plummet, dropping more than $5 overnight.

Pacific Physician Services is among the Inland Empire's top 10 publicly traded companies. Prior to March 10, stock prices had been holding steady at around $27. On March 11, the stock fell to $17.50. It is unclear whether or not the announcements directly affected the condition of the stock.

An unofficial comment from a company employee indicated that, although the revenue reports were favorable, they fell slightly short of projections. The employee, who requested anonymity, commented that she did not think the unrealized expectations alone would cause the unexpected drop, although she suggested that it might have contributed slightly.

Officially, the company has declined to comment about any of the factors involved.

Local analysts confirmed the employee's speculation, indicating that the 38% drop in the company's stock prices was the result of the institution selling off their shares of PPSI stock.

According to a spokesperson at the Reno site, the falling stock prices will not hurt the actual operation of the company.

Particularly interesting to analysts was the change in the volume of shares traded. Before the plunge, the number of shares traded peaked at a high of 69,000. This number generally maintained a level of about 20,000 shares.

After the stock price fell, that volume increased to 3.24 million shares overnight. Analysts also indicated that the stock price is not at its all-time low point. As PPSI hovered at around $17, it has not yet reached last year's low of $9.60.

Plans for Pacific Physician's Reno facility include a primary care unit with four doctors on staff. According to a spokesperson at the Reno site, the falling stock prices will not hurt the actual operation of the company. He was hopeful that expansion will proceed as planned.

CareAmerica has plans to save an endangered species...

Affordable Health Care.

In tough economic times, businesses need to pursue every advantage in order to survive and prosper. The rising cost and complexity of employer health care have become a frustration and a burden. Health care is a necessity, but there's a limit to what you're willing to pay. CareAmerica has an answer—affordable HMO and PPO plans that can be fitted exactly to the needs and budgets of independent businesses. Whether you have 3 or 3,000 employees, you can choose from a wide range of quality products and services. Select from more than 6,000 physicians and 70 of the best hospitals. Choice, quality and cost efficiency—few of the reasons CareAmerica is one of the fastest growing health care companies in Southern California.

In today's business climate you can't afford to miss even the slightest advantage. Which is why you should call your broker to ask about CareAmerica. It's the right choice.

CareAmerica
The Health Plans of Choice

The Mountain Lion (Felis Concolor), also called the Puma or Couger, is now limited to isolated pockets in the West. Three sub-species are close to extinction.
Home Building Still on Shaky Foundation in Inland Empire

San Bernardino County’s home building industry has had a rough year so far. In January of this year, developers in the county received permits to construct 306 homes. This number is considerably lower in 1994 than it has been in previous years. Typically, the number of new building permits indicates a trend in construction employment, retail demand and general economic health. If this figure does, in fact, predict the overall economic well-being of a given area, San Bernardino County may be in trouble. In 1989, when home building was at its peak, permits for nearly 2,000 homes were received in the county during the month of January. There has been a relatively steady decrease in permit numbers ever since 1991 when the figure dipped to 443 homes.

Despite the discouraging numbers, local officials are optimistic and expect gradual improvement. Experts predict that, if there is going to be a reversal of the negative trend, it would not occur until later in the year. Homebuilders can only hope business will pick up as predicted by officials, although there has been no evidence of such a turnaround.

In light of the dilemma facing the company, the Redlands City Council recently voted to re-examine the storm drain fee policy. A council vote of 4 to 1 dictated a reduction in storm drain fees. Nearly 90% of the current charges will be eliminated.

In addition to making the drive to work a little bit easier here in the Inland Empire, the California Energy Commission recently unanimously approved a project which will provide $50,000 to Caltrans to support a traffic signal coordination project for the city of Pomona. A total of 30 traffic signals are involved in the project blueprint. Encompassed by the plans to synchronize the signals is the Holt Avenue-Mission Boulevard Corridor. Both streets have major traffic arteries from routes 57, 60 and 71. Major employment and commerce centers like the City of Ontario as well as Ontario airport will be affected by the changes. Additionally, these areas are part of a proposed metropolitan transit station which can be accessed by way of Holt Avenue and Mission Boulevard. State funding for this project will be matched by local funding of $50,000 from the city.

Pomona Traffic Plan Gets Green Light

Company Threatens to Relocate Over Development Fees

How much would a city be willing to pay to keep one of its largest employers in town? Well, for the city of Redlands, that figure is about $600,000. Environmental Systems Research Institute was recently hit with a barrage of development fees. According to ESRI’s president, the most costly fee was for storm drainage.

ESRI, a computer mapping company, complained to the city in January about skyrocketing costs of development. Currently located in Redlands, the company intends to expand its operations. Plans were drawn which would create 400 new jobs at the site. ESRI presently employs 600 people. Faced with the high development fees, ESRI began to draw up plans to relocate the facility. It was simply more financially feasible to plan an expanded operation elsewhere. ESRI decided to move to the Redlands facility to Boulder, Colorado.

In previous data, retail was held back by sharp declines in the job market. However, new data reveals that retail jobs out of a total payroll of 20,000 in the past two years. Data provided by Michael Zilich, director of the Inland Empire Employment Employment, shows that employment for the Riverside-San Bernardino Metropolitan Statistical Area, released benchmark revisions of its payroll employment data for the Riverside-San Bernardino Employment, as these revisions cover 1992 and 1993.

Numbers indicate that the rise in performance in the local job market has taken place at a higher rate than previously thought. These adjustments brought forth an upward rise in total payroll employment as of December 1992, by nearly 20,000 jobs; also increasing in December 1993 by 30,000 jobs out of a total payroll force of 720,000.

Findings at the Department of Employment Development uncovered the fact that a gradual recovery in the labor market in this area has been taking place since February 1993, with slow but steady employment growth occurring in most sectors. In previous data, retail was held back by sharp declines in the employment of workers in this sector. New data reveals that retail jobs went upward by 8,000 through December 1992 and by 13,000 through 1993. These revisions positively show that this increase in retail jobs over the last two years is enough to remove the whole downward trend. These findings by UCR seem to indicate that the Inland Empire job market has been improving over the past two years and is still improving. Finally, it should be noted that UCR’s information is now available for California jobs since 1992.

Pomona Traffic Plan Gets Green Light

Trends in the job market have changed for the better in the past two years. Data provided by Michael Zilich, director of the Inland Empire Employment Employment, shows that employment for the Riverside-San Bernardino Metropolitan Statistical Area, released benchmark revisions of its payroll employment data for the Riverside-San Bernardino Employment, as these revisions cover 1992 and 1993.

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Printing Resources of Southern California

DeDiemar commented that the name change in no way indicates that the company is trying to pull away from its roots. DeDiemar said the business and founder of the company, will always be an important part of the operation. DeDiemar commented that the business, no matter what the name, will be based on hard work put into the company by her parents.

In quick printing, a type of printing that was brand new to her parents, DeDiemar said the company has grown with the California. DeDiemar Resources of Southern California has grown with the times in other aspects. The company is conscious of the environmental concerns which have been in the forefront of debate in recent years.

Recently, DeDiemar made the decision to change the name of the company to Printing Resources of Southern California. DeDiemar commented that the entire "printing industry has made substantial strides to eliminate chemicals and to be more environmentally conscious. Paper is becoming more and more recycled. We are seeing a lot of chemicals being replaced by water-based inks. Inks are becoming soy-based and not petroleum based."

Keeping up with the times through constant growth and improvement seems to be the course DeDiemar's printing industry is following. According to DeDiemar, opportunities these days are quite different for women. Like her mother before her, Nancy DeDiemar is one of the up-and-coming women at the heart of the business sector here in the Inland Empire. Printing Resources of Southern California, under DeDiemar's supervision, is quickly becoming one of the most successful family-owned operations in this area.

Singing The Rites Of Spring

DeDiemar pointed out that the entire "printing industry has begun to change from casual duds to more formal wear which authorized the entire operation. We have been able to grow along side of other successful local companies, PRSC primarily provides various types of printing services including advertising, direct mail, and computer technology. In addition, DeDiemar now offers mailing services to her clients allows DeDiemar to alleviate some of the restrictive elements that are occurring in her fast-paced work environment.

DeDiemar expressed her delight that her business has been able to grow along side of other successful local companies, PRSC primarily provides various types of printing services including advertising, direct mail, and computer technology. In addition, DeDiemar now offers mailing services to her clients. The experience has been one of continuous growth and profitability. As her firm grew during the early 80's, Howroyd created a particular new department and assigned a manager. Not long after, the firm's first lawsuit was brought by a disgruntled employee who had been fired.

As businesses have grown so rapidly in this area, so has the need for more advanced printing processes. DeDiemar has responded to that demand.

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The Rites Of Spring

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Restaurant

Ships Ahoy in Temecula

By Alice Borges

When one thinks of the vision of wineries, beautiful lush rolling hills and traffic jams are usually the images that come to mind. However, in recent times, a number of very good restaurants have opened up, and although the travel distance is still the same, the visions of delicious food dining in your head make sure the trip that much faster.

Recently, I discovered two restaurants that are quite unique and are worth the drive to sample. The first restaurant that I will be reviewing is called the Pirates of the Caribbean. This unlikely seafood restaurant seems out of place in an old Western town; however, good food is good food, and knowing that there are many miles away from the closest Pirate’s Cove didn’t diminish my dining experience.

This lively restaurant is decorated in a pirate ship’s motif, complete with a crow’s nest, duelating pirates, and wooden tables. If you’re looking for a quiet, formal dining experience, forget this place. The sounds of cracking crab shells and pounding hammers fill the air while the sounds of Caribbean music gently create a memorable evening.

If you like your items deep fried, I suggest the Treasure Chest, $19.95, which offers shrimp, fish filets, chicken tenders, alligator fritters, and fried French breaded new potatoes. All of these items are deep fried and arrive at your table crisp and not too greasy, but who cares anyhow, the buttered paper absorbs any excess oil anyway...boy, do they think of everything!

The other three combination dinners are priced from $26.95 to $32.95 and are worth trying, including the “Screaming chicken”, which is a daily special, and features such unlikely ingredients as white corn, shredded red cabbage and chunks of chicken that are first marinated in spicy hot chili sauce and then grilled. What a glorious...and spicy creation this!!!

If the gourmet pizzas are too adventurous for you, then you can order the “usual” seafood pizzas as well. The prices for the pizza are $12.95. I found most of the items reasonably well worth trying. An interesting dish also has a wooden block, wooden mat and a bib. The other items are large, since your dining experience is truly a hands-on experience.

The area features a variety of fresh seafood selections as well as sandwiches and salads, which are all prepared in a variety of External and domestic seafood and fish. The Pirates of the Caribbean is located at 41925 Third St., Temecula (off of Front St.). The phone number is (951) 969-1400.

Well, mates, now that you have had your fill of seafood, how about some of the best pirate themed wines that you can only find in explore, trendy restaurants in Los Angeles and Orange Country.

The large 16” pizzas range in price from $11.95 to $12.95 and feature such wonderful creations as the White Lady (gorgonzola cheese, fresh sliced pears and pine nuts), the Zane Grey (tuna draped tomatoes with chicken and mushrooms), The Sandblast Kid, with sun dried tomatoes, goat cheese and fresh garlic and the very spicy Tex Mex with jalapeno pine white sauce with chicken and fresh tomatoes. The crust was New York style, you know, thin and crispy, and easily folded for easy consumption.

For those who love to drink the “screaming chicken” which is a daily special, and features such unlikely ingredients as white corn, shredded red cabbage and chunks of chicken that are first marinated in spicy hot chili sauce and then grilled. What a glorious...and spicy creation this!!!

The reason for limiting the participants to this group, rather than just doing a wide open international thing, is that “new world” wines have so much in common.

To become “Grand Champion,” the overall best of show, a wine has to first win a gold medal, be declared best of its price class, best of type and then, be one of the four finalists, “best white,” “best red,” “best sparkling” or “best dessert.” The winner from these four finalists takes home the New American’s Trophy for New World Grand Champion.

The reason for limiting the participants to this group, rather than just doing a wide open international thing, is that “new world” wines have so much in common.

J. Schram 1998 “Napa Valley” Syrah Wine ($39.95) not only picks up the American’s Trophy, but the NWBC Trophy for “Best New World Sparkling.” Produced by Schramsberg Vineyards as a California “trip of the wine world,” this champagne is a perfect sandwich and gourmet salad.

The Tecumela Pizza Company is a unique restaurant in the wine region of Temecula, in the Par Crest Plaza on Route 79 South at 1-15. The phone number is (951) 964-9463.

-Borgen is the co-host of KVCN’s “Talk of the Town” and a member of the Restaurant Writers Report. We welcome your feedback.

Restaurant & Entertainment Guide

The Wine Cellar

New Releases

Mead on Wood

By Jerry K. Moul

And the Winners Are...

NEW WORLD CHAMPS

A year back I was asked to create a new wine judging concept. What came up was the New World International Wine Competition. The British actually created the term “new world” to categorize wines from the colonies and their neighborhoods, and to differentiate them from “old world” European wines. So this new judging is open to wines from Australia, New Zealand, South Africa, Argentina, Chile, New Zealand, and, by a small stretch, South Africa.

The reason for limiting the participants to this group, rather than just doing a wide open international thing, is that “new world” wines have so much in common.

If you missed my earlier review, know that it’s just about the most complex Califor!ine champagne around and that it blew away a fancy French number selling for more than $100 when I first tasted it.

OTHER TROPHIES

This year’s Brown-Forman Trophy for Best New World Wine went to an Australian Cabernet Sauvignon and, if you get tired of sipping it, pour it over ice cream.

The man who sponsors this trophy for Best Cabernet won the Please See Page 47.

Restaurant

INLAND EMPIRE BUSINESS JOURNAL • APRIL 1994

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Chardonnay...

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Duckhorn

Duckhorn Vineyards

1992 • Napa Valley

Sauvignon Blanc...

$15

Dry Creek

Dry Creek Vineyard

1993 • Dry Creek Valley

Merlot...

$15

Wine Selections and Best Buys

By Bill Anthony

INLAND EMPIRE BUSINESS JOURNAL • APRIL 1994

INLAND EMPIRE BUSINESS JOURNAL • PAGE 45
Executive Time Out: Morey Mansion

Palm Desert, Calif.—United States Filter Corp. announced it has been awarded a contract in excess of $5 million to engineer and design a condensate water polisher system for Seabrook Nuclear Power Station, Seabrook, N.H.

"This is a milestone project for the ultrapure water quality industry," said Richard J. Heckmann, chairman and CEO of U.S. Filter. "For the first time, the industry has been asked to provide a system guaranteeing parts-per-trillion efficient water quality for this application."

Parts-per-trillion treated water quality for PWR service has been evolving from parts-per-billion standards through innovation and fine tuning of existing process design," Heckmann explained. "The guarantee of parts-per-trillion quality commercially is important in reducing the utility's costs."

The condensate polisher system combines two U.S. Filter technologies: PermSide's service vessels and regeneration design and IWT's resin separation technology. PermSide and IWT were separate companies prior to their acquisition by U.S. Filter. Their operations have since been integrated.

"The Seabrook project demonstrates the technology and experience that can be gained by combining expertise in different technologies, as with PermSide and IWT, to provide a system guaranteeing parts-per-trillion efficient water quality for this application," Heckmann said.

U.S. Filter Lands Milestone Seabrook Contract

And the Winners Are...

Come to Inco Homes and get a C.O.LA. with every purchase.

Dry Creek Vineyard's Trophy for Best New World Sauvignon (Fume) Blanc. If gold medals were currency, Parducci Sauvignon Blanc would have made John Parducci a wealthy man. It's the 1992 vintage that took the trophy. The Amador County Wine Producers' Trophy for Best New World Barbera went to Santa maria 1992 "Amador County" Barbera ($12). It's the second consecutive vintage that took the trophy.

The John Parducci Trophy for Best New World Pinot Noir went to suspected to have sold 1992 "Anderson Valley" ($12.50). The last time I made a mistake, Baccus was in kneepants, but I made up for my flawed record with a real beauty last week. I missed a computer printout and announced Santa as the winner of the Amador County Wine Producers' Trophy for Best New World Barbera in the second consecutive year. Nothing can take away last year's accomplishment, but this year's winner is a close call, as good a choice as the 1991 "Amador County" Barbera ($8.50).

The most recent addition to a growing list of sponsored trophies is the New World Meritage Red goes to a very expensive, but very delicious and complex (tasted blind) silver medal winner. The Robson 1991 "Bordeaux" ($8.50).

The German family Deinhard have the most elusive of all trophy categories. They do not own a winery (or anything else) as the denominators of "down under" say the AWJA Trophy for Best New World Shiraz/Shiraz (synonyms for the same grape) went to McGuigan Brothers 1993 ($20.50) and "Tyrrell's 2000" Hermitage Shiraz ($50), which edged out two higher priced California versions.

It was definitely the year of the Shiraz (or "wanker") as the denominators of "down under" say the AWJA Trophy for Best New World Semillon went to a wine with a proprietary name, DeLorimier 1990 "Alexandra recycling or discharge." The AWJA Trophy for Best New World Meritage White (11.5% alcohol) went to "Cullen 1992 Red Vault" ($25.50).
Palm Springs Takes Big Step Toward Casino Opening

By Dick Stofield

Palm Springs—This community could become the gaming capital of California soon, if the city and casino sponsors can work out an informal agreement between the city and gaming sponsors which calls for "smart joint planning" and mitigation fees for impacts on city services such as fire and police protection.

The gaming facility that is on the drawing board is a $25 million project in the downtown area proposed as a joint venture between the Agua Caliente Band of Cabahua Indians and Caesars World. It would be built on Indian land bordered by Cale Ercilla to the west, Andreas Road on the south, Calle El Segundo on the east and Amado Road to the north.

Tribal council members approved the non-binding agreement late in February, following three months of negotiations with the city council and representatives of Caesars World.

Under the agreement, the city will use its powers to buy land for casino related projects, not on the actual eight-acre Indian property designated for the casino. Such an acquisition might include parcels desired to construct a pedestrian mall along Andreas Road linking Indian Canyon Drive to the Palm Springs Convention Center's west side.

The National Indian Gaming Commission has ruled that Indian tribes must negotiate with most states for the right to use electronic pulltab games in their casinos.

Tribal Chairman Richard Milasovich explained that the tribe does not want the city to acquire properties through their powers of eminent domain, because that process could very well force the city to pay for the 80,000-square-foot casino. The Indians and Caesars World are hoping for an early summer of 1995 opening of the city's first casino. Other gaming casinos presently are located on Indian land at Indio and Moringo.

Under a formula agreed upon by the tribe and Palm Springs, the city will receive mitigation fees annually of 3% of casino revenues, after a variety of expenses and prize payouts are deducted. In order for the city to receive the fees, the tribe's adjusted revenues must reach $8.1 million, and will be paid up to an adjusted $28.5 million.

The Indians and Caesars World are hoping for an early summer of 1995 opening of the city's first casino.

The casino, the Agua Caliente's first gambling unit, may employ 600 to 1,000 people with an annual payroll of between $9 and $12 million. Additional jobs in the Coachella Valley due to the casino are estimated at between 1,800 and 4,600.

Milasovich said that ground-breaking for the casino is tentatively set for May, and he voiced hopes that Las Vegas-style gambling will be allowed. Presently, casinos in the area can only have Class II games like poker, tab machines and sports booking.

The Inians and Caesars World are hoping for an early summer of 1995 opening of the city's first casino.

Besides quarterly luncheons and dinners, the GPSHCC held the first annual Children's Easter Celebration, a Hispanic law enforcement officers recognition night, a Cine de Mayo Fiesta and a host of "mixers" designed to help Hispanics network with others in the same business, economic and political community.

Alvarez, in her first statement, said "I want to assure you that your 1994 executive officers are dedicated to uniting the Hispanic business community by giving our 100 members more involved." She added that it's her hope that the GPSHCC can become a political and economic force in the Coachella Valley.

According to the chamber's publication, the GPSHCC consists of Hispanics and non-Hispanics living and working in the Palm Springs and surrounding areas who have mutual beneficial ties in the public and private sectors, all of which promote trade in the Hispanic business community.

Other officers for the GPSHCC include Vice President, Marcos Legarreta, Auto Body Masters, Cathedral City; First Vice President, Jim Barral, GTE forecast analyst, Palm Springs; Treasurer, Diana Carmine Ward, Rainbow Realty, Palm Springs; Secretary, Emme Santans, realtor with Prudential California Realty, Palm Springs; Tony Aguillar Jr., immediate past president and past president; Lalo Guerrer, ambassador-at-large.
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TPM Holdings, Inc. owner of The Courtyard takes pride in their ability to meet the needs of such a wide variety of businesses. Suites range in size from 5,000 square feet, all the way down to 150 square feet. The Courtyard continues to be an especially great location for any business thinking of opening its first office in the Coachella Valley due to its prestigious address and proximity to extraordinary support facilities.

Courtyard Has That Professional Attraction

The Courtyard is currently seeking to negotiate space for support service professionals. Available for lease is a barber/beauty salon, a perfect turn-key facility waiting to be occupied. Tammy Perezchica, the on-site leasing manager is also interested in speaking with prospective graphic art/photocopy/blueprint professionals that would like to take advantage of this premier location. Call (619) 325-1262.

777 E. Tahquitz Canyon Way
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A TPM Holding, Inc. Property

Space Available

Contact: Tammy Perezchica
619-325-1262

THE COURTYARD... Palm Springs’ Most Prestigious Business Address

Palm Springs Takes Big Step Toward Casino Opening

Meanwhile, state and federal officials have stated it may be many years before all Indian tribes in California can offer Nevada-style slot machines and other games, such as blackjack, because the California constitution bans them. The people of California would have to vote for constitutional change to allow Nevada-style gambling, and the Legislature would have to implement new laws and regulations on criminal and constitutional law changes.

The Cabazon and Indian casinos reportedly rely heavily on electronic pull-tab gaming machines which California claims are illegal slot machines. In neighboring Cathedral City, the city council has authorized a six-member Gaming Task Force to study how gaming has changed in recent years and how Cathedral City may be affected should the Agua Caliente Band of Cahuilla Indians decide to open a casino on Indian land in their city.

The National Indian Gaming Commission has ruled that Indian tribes must negotiate with most states for the right to use electronic pull-tab games in their casinos. Those games include video pull-tab poker and keno which are now offered in the Indio Bingo Palace and the Casino Morongo.

The Cabazon Band of Mission Indians operates the facility at Indio and the Morongo Band of the Cabazon Band of Mission Indians operates the Morongo casino. Both tribes have challenged the national commission’s rules first issued in 1992.

Late in January, the federal appeals court in Washington D.C. ruled that tribes must negotiate with most states including California for the privilege to operate electronic versions of pull-tab games in their casinos.

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CNN INTERNATIONAL AND NATIONAL NEWS EVERY HOUR

LOCAL NEWS EVERY HALF HOUR LOCAL TRAFFIC EVERY FIFTEEN MINUTES
Workplace Violence: A New Trend No Business Wants to Follow

Continued From Page 43

The trauma of the workplace can be extremely devastating to employees, both physically and emotionally. The effects of violence at work can extend beyond the immediate incident, impacting the quality of life for workers and their families. This article explores the issue of workplace violence, its prevalence, and the steps businesses can take to prevent and mitigate its effects.

The Impact of Workplace Violence

The effects of workplace violence can be far-reaching, affecting not only the victim but also colleagues, family members, and the community at large. Workers who experience violence at work may suffer from increased stress, anxiety, and depression. These emotional effects can lead to decreased job performance, higher turnover rates, and increased healthcare costs.

In addition to the psychological toll, physical injuries can also occur, ranging from minor cuts and bruises to severe trauma. Violence in the workplace can also lead to long-term health issues, such as post-traumatic stress disorder (PTSD).

Preventing Workplace Violence

Several strategies can be implemented by businesses to prevent workplace violence. These include:

1. Training employees on recognizing and responding to potential threats.
2. Establishing clear policies and procedures for addressing workplace violence.
3. Providing access to counseling and support services for employees.
4. Conducting regular security assessments to identify and address vulnerabilities.
5. Encouraging a culture of open communication and reporting.

Conclusion

Workplace violence is a serious issue that requires the attention of employers, employees, and the community at large. By implementing effective prevention strategies, businesses can create safer work environments and support the well-being of their employees. Continued awareness and education are essential in the ongoing fight against workplace violence.

Inland Empire Business Chronicle

Continued From Page 43

At Deadline

Continued From Page 43

Inland Empire Business Chronicle

Table: Composition of the Orange County Economy

<table>
<thead>
<tr>
<th>Sector</th>
<th>Orange Co.</th>
<th>Calif.</th>
<th>U.S.</th>
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<tr>
<td>Services</td>
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<td>61.7%</td>
<td>62.2%</td>
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The state's alliance through which small business can pursue health coverage.

Table: Change in Inland Empire Employment

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<th>Sector</th>
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<td>Services</td>
<td>0.2%</td>
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Lockheed Receives SBA Award of Distinction

Lockheed Aircraft Service Company in Ontario was recently recognized by the Small Business Administration for its exceptional record of subcontracting with small, disadvantaged businesses. LAS, a division of Lockheed Corporation, received the SBA’s National Award of Distinction last month.

LAS was one of only 41 firms across the nation to receive the SBA award.

“Lockheed Aircraft Service provided small business across the country with $18.9 million in subcontract work on government programs,” said Robert Moffit, SBA association administrator. “Of the total, $2.2 million went to minority-owned businesses.”

A spokesperson for Lockheed said the company takes special steps to subcontract to small businesses. “We feel that it is important to not only direct suppliers to appropriate contracts within our own organization, but we also take the time to refer them to other companies and agencies that may have opportunities for them,” said Dave Grayard, LAS’s small-business coordinator. “We realize the times are tough, for especially small businesses, and we try to assist them in every way possible.”

Cadiz Land Co. Announces New Position, Appointment

Cadiz Land Company, Inc. announced the appointment of Dave Peterson to the newly created position of vice president of agricultural development.

The company’s primary agricultural emphasis is located in the property in Cadiz, Calif. where it owns an excess of 5,000 acres. The appointment of Peterson, which is effective April 11, follows the County of San Diego Board of Supervisors’ approval of a zoning change from resource conservation to agricultural 9.5, a move that had been worked on at the company’s Cadiz property.

ELCA has developed more than 300 acres of table grapes and 640 acres of citrus at the Cadiz location. With the approval of the zoning change and the appointment of Peterson, the company can now begin further development of the property by way of leases and/or joint ventures with third party agricultural entities. Such entities are attracted to the development at Cadiz due to its favorable micro-climate and the abundant supply of water that lies beneath the property.

Consulting Group Offering Free Small Business Seminar

The Claremont Consulting Group in conjunction with Don Salas’s Mexican Restaurant will be offering a series of free seminars on how to do business in today’s market.

The seminars, titled, “How to Succeed in a Recessionary Economy,” is designed to provide local business owners with the skills necessary to survive in today’s market.

Seating will be held at Don Salas’s Mexican Restaurant on April 5, 6 and May 6 from 9-11 a.m.

For more information, contact the Claremont Consulting Group at 1-800-500-6326.

New Restaurant Chain to Open in Inland Empire

puzzle® International, Inc. opened the first of a proposed 12 puzzle® of grills and bar type restaurants in Fontana last month.

The Katsos-based corporation is planning to open the popular Midwestern restaurants throughout the Inland Empire including sites in Highland and Riverside.

The infusion of a restaurant chain into the Inland area will go a long way toward making the region’s cuisine competitive, according to Marianne Waggoner from CB Commercial real estate which was instrumental in bringing Applebee’s to the area.

Applebees is undoubtedly becoming a significant part of the Inland Empire’s economy. The company is investing in Greene’s restaurant and plans to increase the number of full-time food service management career opportunities,” said Waggoner.

Argentina

Corrubedo S.A. wants to buy a large diameter fusion machine for high-density polyethylene pipe. The machine must handle pipe sizes from 100 to 360 millimeters in diameter and 1.3 inch to 3 inches in thickness. The company will buy the machine directly from a manufacturer.

Contact: Santiago Carbosa, Commercial Manager, Carbosa S.A.C.I.E., Rivadavia 624, 1122; Buenos Aires, Argentina. Tel: (1) 321-2225; Fax: (1) 331-4711.

Australia

An Australian importer and Wholesaler wants to import frozen fruit products. Interested suppliers must forward product samples and price quote.

Contact: Mr. Sivagi, Director, P.O. Box 6444, Sydney South NSW 2000, Australia. Tel: (61) 995-7971; Fax: (61) 496-6092.

Austria

Trattino Handelsgmbh seeks a foreign supplier of newly developed security products, such as wireless home alarm systems for private houses and apartments, security system for cars and hand-hold alarm for personal protection. Foreign businesses must provide detailed product descriptions, price quotes and product samples.

Contact: Peter Schummat, Trattino Handelsgmbh, Friedmannsgasse 4, A-1190 Vienna, Austria. Tel: (431) 84-84-84; Fax: (431) 84-84-85.

China

Shanghai Maling Food Co. Ltd. wants to buy equipment for an automated tomato juice production line for making easy-open cans. The machine must produce 400 tins per minute, with each tin having a gross weight of 250 to 350 g. The company prefers to buy directly from a foreign manufacturer.

Contact: Huang Weihong, Engineer, Shanghai Maling Food Co., Ltd., 224 Jun Gong Rd., Shanghai, China. Tel: (862) 352-5228 or 321-5238; Fax: (862) 352-5239.

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Egypt

Omen Engineering Co. wants to import VHF radios. It will buy full-duplex VHF mobile radios, with 20-watt power and 14-channel sets. The company will buy 750 units. Responses are needed from Egyptian manufacturers.

Contact: Ahmed Mohamed Osman, General Manager, Omen Engineering Co., Mahrousen Blvd., 6th, Scale 9, Alexandria, Egypt. Tel: (2) 3442821; Fax: (2) 3442823.

Israel

Sultan International seeks a supplier of direct melt powder, blood, hydrogenated features and fish and liver for human consumption. It will buy 1,000 MT of dry powdered blood, 500 MT of blood and liver for human consumption. Send samples. All responses must be in English.

Contact: Yehia Diab, Manager, Sultan International Co., Talimex Ltd., 44 Jun Gong Rd., Shanghai, China. Tel: (862) 508-7125; Fax: (862) 360-1614; Telex: 20040-1913.

Japan

Yamahbl Co., Ltd. wants to buy rice, dry, fresh, preserved rice, Japanese rice or Chinese rice. It wants to buy the rice as 100% long-grain rice, or special varieties.

Contact: H. Roeckelein, Manager, Ernst Vertriebtechnischer GmbH, W-8500 Nuremberg, Germany. Tel: (4911) 996320; Fax: (4911) 9963-99.

Korea

Daesung Corp. seeks a foreign supplier of medium-grade tomato paste. It has a total of 100,000 annual production capacity from a manufacturer. It will buy 500,000 units monthly and 100,000 units annually. It will buy either from a manufacturer in Biwa or from the manufacturer's distributor. All responses must be in English.

Contact: Ms. Hyun, Manager, Daesung Corp., 22 52 El Haram, Egypt. Tel: (2) 850-7525; Fax: (2) 850-7524.

Korea

Jang Corp. seeks a foreign supplier of instant noodles. It will buy 1,500,000 units a month. It will make the noodles with 20-watt power and 20-channel sets. It will buy 100,000 sets a month. Responses are needed from international manufacturers.

Contact: Yuki S. Miki, Manager, Jang Corp., Ulsan Industrial Complex, 404-11 Gil 4-9-5, Busan, Korea. Tel: (82) 460-3219; Fax: (82) 460-3220.

New Zealand

Daal User Co., Ltd. wants to buy the product in 500 units and 500,000 units a month. The company will either use the product in the textile manufacturing operation or distribute the product in Israel. Suppliers must send samples.

Contact: Haas Bachinsky, Manager, Tallon Ltd., 44 Vichlo Halif St., Tel Aviv 64612, Israel. Tel: (972) 460-2226; Fax: (972) 460-2226.

Russian Federation

Kuznetsov, Novosibirsk, 3, seeks a foreign supplier of marine motors and ship engines. All responses must be in English.

Contact: Chernov, Manager, Kuznetsov, Novosibirsk, 3, Russia. Tel: (3630) 1376; Fax: (3630) 1376.

Thailand

Thailand National Park Service seeks a foreign supplier of 100,000 units of fresh flowers. The company will use it for a special event. It will buy the product in 500 units. All responses must be in English.

Contact: Mr. Masuda, Manager, Thai National Park Service, Thailand. Tel: (662) 699-2377; Fax: (662) 699-2378.

UK

Murasco Ltd. wants to buy 500,000 units of fresh flowers. The company will use it for a special event. It will buy the product in 500 units. All responses must be in English.

Contact: Mr. Picard, Manager, Murasco Ltd., 35-24 Boodle, Denzbank, Colombia. Tel: (57) 784-5935; Fax: (57) 784-5917.

USA

Pro Usa Samba seeks an agency arrangement with a foreign supplier of small business using technology for retail sale and retail service. The company will install 100 systems per year and 20 systems per month.

Contact: Robert J. Monarch, President, Pro Usa Samba, 111 W. 8th St., Brooklyn, N.Y. Tel: (212) 324-2394; Fax: (212) 323-9460.

We are pleased to introduce you to Stop Making Excuses, a self-help book that will change your outlook on your success and your personal growth. The book is written by a true expert, Dr. Albert M. Eker, who has spent years in the field of self-help and personal growth.

The book is divided into several sections, each focusing on a different aspect of personal growth. The first section, titled "Stop Making Excuses," provides a comprehensive overview of the book's main theme. The second section, "The Art of Overcoming," explores various strategies and techniques for overcoming obstacles and achieving your goals. The third section, "The Power of Positive Thinking," delves into the importance of positive thinking and how it can help you achieve your dreams. The fourth section, "The Importance of Emotional Intelligence," discusses the role of emotional intelligence in personal growth and success.

The book is written in a clear and concise style, making it accessible to readers of all backgrounds. It is also supported by numerous examples and case studies, making the concepts easier to understand and apply.

Overall, Stop Making Excuses is an excellent book for anyone looking to improve their personal growth and achieve success in their lives. It provides practical and actionable strategies for overcoming obstacles and achieving your goals. Whether you are an individual or an organization, this book is an invaluable resource for personal growth and success.
Inland Empire Business Chronicle

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Call for FREE information 1-800-348-9119.

Laughlin Global Corporate Services, Inc.
2539 W. Carson St. Canon City, CO 81212

Inland Empire Business Chronicle

Happenings

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Corona Night with the Angels
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Tickets on Sale Now — $7.00 & $8.00

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Upland
Chamber of Commerce
(909) 931-4108

for information call:

MCAM at the Montclair Plaza
Inland Empire Business Chronicle

New Business Listings


J M C Vending 16126 Singing Hills Drive, Chino Hills, CA 91709 1/31/1994 James Allen Corp.

J M Professional Services 3111 Oakview Lane, Chino Hills, CA 91709 1/31/1994 Joyce McGinn

Joel Cahn and Assoc. 2911 Chino Ave., Chino Hills, CA 91709

204/1994 Joel Cahn
Keep The Beat C P R 2453
Pheasant Run Dr., Chino Hills, CA 91709 1/31/1994 Frank de Santiago

Laminas Zarco 4442 Ironwood Dr., Chino Hills, CA 91709 2/07/1994

FMV Services 17956 Via La Cresta, Chino Hills, CA 91709 2/14/1994 Frank Vostrom

More Advertising 14302 Village View Lane, Chino Hills, CA 91709

2/14/1994 Norberto Moreno
Pan Internal Trading Co. 3094
Buckhaven Road, Chino Hills, CA 91709 2/16/1994 Xin Pan

Rags To Riches 16224 Cordova Court, Chino Hills, CA 91709 2/03/1994 Deborah Walker

Seraphim Enterprises 3447 Royal Ridge Drive, Chino Hills, CA 91709 2/10/1994 Emil Macaspac

Seraphim Extrap. 3447 Royal Ridge Dr., Chino Hills, CA 91709

2/14/1994 Adrian Macaspac
Universal Advertising 17664
Osbourne Ave., Chino Hills, CA 91709 2/04/1994 Michael Shishkin

Villarreal Trucking Co. 1781 Mill Stream Drive, Chino Hills, CA 91709 2/01/1994 Fernandez Villarreal

Wod Tech Services 3233 Grand Ave. #202, Chino Hills, CA 91709 2/03/1994 Edgar Chan

World Capital Co. 2146 Wildflower Lane, Chino Hills, CA 91709 2/09/1994 Anthony Rodriguez

Claremont Villas 100 S. Indian Hill Blvd., Claremont, CA 91711 1/26/1994 Claremont Senior Partners

Martins Auto Glass 48-150
Harrison St., Coachella, CA 92236 2/21/1994 Martin Martinez

Oرتegas Auto Repair 1047
Grapefruit Blvd., Coachella, CA 92236 2/14/1994 Carlos Villaviencio

Parts Land 84-801 Coachella Avenue, CA 92236 2/07/1994 Jose Dene

A LIT' Bit of You 825 Valley Blvd.,
Colton, CA 92324 1/31/1994 Chas Pattern

American Landscape Maintenance
7740 Laume Trail, Colton, CA 92324 2/01/1994 Charles Hickey

CA Quake Kares Products 1375 N.
Drewwood Ave., Colton, CA 92324 2/03/1994 Allan Deuss

Gibellini Communications 1705 E.
Washington St., Colton, CA 92324 2/08/1994 William Dart

Golden State B V Rentals 916 T V
Center Dr. Lot #2, Colton, CA 92324 2/14/1994 Michael Havens

Healthline Medical Corp. 2275 La Crosse Ave., Colton, CA 92324 2/07/1994 Healthline Medical Corp

Henry Builders/Developer 1218
Mohave Drive, Colton, CA 92324 2/14/1994 Lee Roy Henry

Lakeview Entp. 410 W H St.,
Colton, CA 92324 2/18/1994 Marcellus Finch

Lucky Plaza 2100 N. Rancho Ave.,
Colton, CA 92324 2/15/1994 Joseph

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**JANET EVANS**  
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There are several opportunities to become involved with the Women & Business Expo 1994:
- Corporate sponsorships
- Booth sponsorships (first come, first served)
- Advertising in "special" women's supplement in the Inland Empire Business Journal
- Advertising in the program brochure for Women & Business Expo (passed out to all Women & Business Expo attendees)
- Participation on the Executive Committee

Please call Richard Sandoval for further information about the above opportunities at: (909) 391-1015 Ext. 21

---

**Registration Form... 4th Annual Women & Business Expo**

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City ______________ State ______ Zip ______
Total Numbers of Tickets ________ Check enclosed in the Amount of $______
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