January 2013

Inland Empire Business Journal

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2013

2013

Happy New Year!
“When we needed to find the right talent to help run the organization, we turned to the pros at Goodwill. We were very pleased with their service. They took care of everything and the staff they placed for us is terrific! We wanted to do business with Goodwill because it felt good – now we do business with Goodwill because they’re good at what they do.”

Mitch Buzi
Assistant General Manager, High Desert Materials

Let Goodwill find your next great hire.

There’s only one thing better than finding the employees you want. Finding employees you’ll want a year from now. With Goodwill Southern California’s customized placement services, your company gains access to well-screened and trained employees, qualified for everything from entry-level to middle management positions. Through partnerships with universities, trade schools and community-based organizations, we help businesses hire and retain the talent they need. Customized recruitment, skills assessment, screening, on-the-job training programs, layoff aversions and more, all at no or little cost to you. That’s the mission of Goodwill: Transforming lives through the power of work.

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LOS ANGELES | RIVERSIDE | SAN BERNARDINO

107,802
Individuals served in 2011
BizBen Index Reports San Bernardino County Increase in Small Business For Sale Transactions Last Month

San Bernardino County recorded 54 sales of small- and mid-sized businesses two months ago, a gain of almost 23% over the 44 transactions concluded during November 2011, according to the BizBen Index, which tracks and reports sales volume in the state’s market for small business for sale transfers. The company also said the 611 total of San Bernardino County businesses sold so far in 2012 is the highest deal volume since 2009, when 658 transactions were completed during the first 11 months.

“In addition to the improved San Bernardino County numbers, the statewide business sales count was 1,022 in November, an increase of more than seven percent over the 952 deals recorded throughout California during November of last year,” said Peter Siegel, MBA, founder and president of BizBen.com, parent of the BizBen Index.

“It’s encouraging to notice the improvement in business transfer activity because it suggests the market is recovering from the slowdown we’ve experienced over the past four years.”

The BizBen Index tally of county sales shows that the city of San Bernardino recorded 13 deals during the month. Among other active cities were Chino Hills, Ontario and Rialto, with four transactions each, and there were three deals each in Big Bear Lake, Chino, Fontana, Hesperia and Montclair.

Laws for 2013 to Impact Local Business Community

Employers to face several new laws impacting access to information and employee accommodations.

As part of its effort to keep local businesses informed on the latest legislation impacting their rights and responsibilities, the Riverside Chamber has provided a brief list of some of the laws taking effect in 2013 that will impact local employers. Unless specified, the following list of new legislation goes into effect on Jan. 1, 2013.

Workers’ Compensation Reform

SB 863 is workers’ compensation reform legislation supported by the Riverside Chamber. The legislation offsets necessary increases in permanent disability benefits and potentially lowers system costs for employers. Some of the legislative reforms take effect Jan. 1, 2013, but many of the laws require administrative/regulatory action before implementation.

Social Media and Personal Passwords

Riverside Chamber-supported AB 1844 prohibiting employers from requiring or requesting employees or job applicants to provide user names or passwords for personal social media accounts and from requesting an employee or applicant to divulge personal social media. There are limited exceptions including an exception relating to employer investigation.

Will Jim Brulte Lead State GOP?

Former State Senate GOP leader Jim Brulte is considering the opportunity of becoming the next California Republican Party chairman. Having served a total of 14 years in the Legislature, he is no stranger to state politics. The landscape in Sacramento, however, has changed with the GOP’s share of registered voters fallen below 30 percent, and the only state constitutional offices held by Republicans are Michelle Steel and George Runner, who both served on the State Board of Equalization.

Shawn Steel, California Republican Party chairman and husband of Michelle Steel, said of Brulte, “He has no opposition, and he wants it.” The State GOP will elect its new chairman at their March convention.
The End of China's Economic Marvel
The UCLA Anderson Forecast concluded that a hard landing for China would be very difficult to avoid.

Top 10 Tips for Running a Great Meeting
In order to conduct a meeting that boosts your credibility and helps you achieve the company’s goals, keep the top 10 meeting tips in mind given by Jean Kelley.

Good Intent, Bad Impact—Lead With CLOUT
Leadership CLOUT is the ability to influence people while in the act of leading a group of people toward the same goals. Chuck Inman gives five key areas to help you lead with CLOUT.

Memorable Presentations Require You to T.H.I.N.K.
Presenting technical, complicated material need not be a chore when you T.H.I.N.K.

Quotes on “Idleness”
Blessed is the man that has found his work. One monster there is in the world, the idle man.

Robert Burton
He that is busy is tempted by one devil; he that is idle, by a legion.

Thomas Fuller
It is impossible to enjoy idling thoroughly unless one has plenty of work to do.

Jerome K. Jerome
I never remember feeling tired by work, though idleness exhausts me completely.

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News and Features
Consider Buying Your Office Space.
Expert Advises Small Business
Owning your workplace is a path toward long-term wealth—one that doesn’t reply on constantly bringing in new income, says Chris Hurn. Usually after about three to six years of operation, companies should look into property ownership.

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Columns
Financial Benefits.
Manager’s Bookshelf.
Financial Columns.
Investments and Finance.
Computer Column.
Business Sustainability.
The Health Care Law.
The Lists:
Financial Brokerage Firms Serving the I.E.
Top Colleges and Universities in the I.E.
Hotel Suites in the Inland Empire.
Community Colleges in the Inland Empire.
Management.
Restaurant Reviews.
Real Estate Notes.
Executive Notes.
Business Communication.
New Business Lists:
County of San Bernardino.
County of Riverside.
People, Places and Events.
Executive Time Out.
What Lies Beneath

By Alex Distefano, IE Weekly

Barstow’s polluted water problems are over . . . for now

Two years ago, the Golden State Water Co.—which serves Barstow—alerted its customers to some startling news: high levels of perchlorate, a potentially hazardous rocket-fuel chemical, were found in the water supply.

“Golden State Water Company is aggressively investigating our water system to determine the source of contamination so that it can be eliminated,” the company told residents in a written statement. At one point, the contamination was affecting more than 40,000 customers—even the governor declared a local emergency and local residents had to rely on bottled water. And while it was determined that perchlorate had contaminated several Golden State wells, the true source of the contamination was never found. Until now. The source of contamination was recently traced to a single well located on a residential property on Poplar Street. The five-acre piece of land belonged to the now-deceased owner of Mojave Pyrotechnics, a fireworks manufacturing company from the 1980s that is no longer in business.

This month, contaminated soil was finally trucked out of Barstow, according to the Environmental Protection Agency (EPA). But are Barstow’s water problems over? The EPA seems to think so. According to EPA public affairs specialist Nahal Mogharabi, 98 truckloads—approximately 1,100 tons—of top soil contaminated with this nasty stuff were removed by trucks and hauled off the Poplar Street property. “This is the only property that the EPA has found to be contaminated,” Mogharabi told the Weekly. He added that residents should no longer be worried as a total of three feet of soil was removed and disposed of at a site that specializes in taking contaminated materials. Perchlorate is a chemical used in rocket fuel, munitions and fireworks. In sufficient quantities, perchlorate can harm the thyroid gland and interfere with the development of fetuses and babies.

“The excavated soil is going to [the] US Ecology [a private company that treats and disposes of radioactive and hazardous waste] landfill in Beatty, Nevada,” Mogharabi says. He says the amount of soil removed was sufficient enough to remove the contamination threat. Any soil with detectable amounts of perchlorate of more than 55 parts per million was removed, Mogharabi says. The month-long clean-up process involved excavation of the contaminated dirt and its replacement with uncontaminated soil. But considering Barstow’s two-year ordeal a natural question is: Are Barstow’s contamination problems finally over? Local residents were likely wondering this two years ago when the then-water crisis was declared over and the do-not-drink-tap-water warnings were lifted.

The issue is certainly top-of-mind considering the potential threat that perchlorate can cause. Even the EPA’s own website underscores the possible threat: “Perchlorate may have adverse health effects because scientific research indicates that this contaminant can disrupt the thyroid’s ability to produce hormones needed for normal growth and development.”

The Weekly was unable to determine why it took two years to seemingly fix Barstow’s contamination problems once and for all. All we got from the EPA is more unknowns and some lukewarm assurance that the problem was finally over. “It is at this point assumed that containers of perchlorate, which were used at a former business in Barstow, were stored on the residential property and the material was spilled,” Mogharabi says. “It is unknown if the spill was intentional or not. State and federal investigations have found no other potentially responsible parties other than the five-acre piece of land that’s now under investigation.
“Real Influence: Persuade Without Pushing and Gain Without Giving In,”

By Mark Goulston and John Ullman; AMACOM, New York, New York; 2013; 258 pages; $24.95.

There are dozens of business books that address issues of leadership, motivation, and influencing others. From selling to team building, the number of authors on these subjects stretch nearly a 100 years. Co-authors Mark Goulston, M.D., a business psychiatrist, author, consultant, and John Ullman, Ph.D., a well-known executive coach, have come to the conclusion that there may be good reasons why old ideas about persuading customers and company teams don’t seem to be working well any longer. As they put it:

“Today we live in a post-selling and post-pushing world. As people grow more aware of manipulative tactics, their guard goes up. The Internet, television, advertising, and wall-to-wall marketing have made us cynical about deceptive tricks and hard sell approaches. Your customers, your co-workers, and even your kids can all recognize ‘pushy’ influence…and when they use it, they’ll push back twice as hard.

“Yet, most of the books and business school courses that teach persuasion skills emphasize manipulative tactics and techniques. They conceive of influence as something that you ‘do’ to someone else to get your way. And they focus on short-term gains rather than long-term consequences. We call this outdated strategy disconnected influence.”

The authors believe that on its face ‘disconnected influence’ makes sense. That’s because your agenda places its influence on things you have to get done. Your own priorities are what matters most, especially if you’re the owner or senior manager of a business. There’s just one problem, according to Drs. Goulston and Ullman: “Your people [or customers] aren’t inspired by your vision, and they’re not willing to share your goals. And here’s why: Most people, most of the time, aren’t motivated to do what you want them to do. They don’t feel your urgency, they’re busy with their own priorities and crises, or they have hidden reasons for rejecting your ideas.”

At this point early in the book the authors seem to be confusing. On the one hand they believe that ‘disconnected influence’ appears sensible, but isn’t. If that’s so, why do so many business schools and motivation experts teach this method. Co-authors Goulston and Ullman try to straighten us out. Their view is that ‘disconnected influence’ doesn’t work because it encourages the people you’re trying to influence as objects, targets, and things to be pushed or pulled. They’re not hearing the other people’s message. In other words, the person you’re addressing “either recognizes this immediately or—even if you get temporary compliance—resists it later.”

The opposite of ‘disconnect-ed influence’ is connected influence, state the co-authors. According to their view, people don’t always notice when connected influence is taking place. That’s because no one feels like they’re being pushed, misunderstood, ignored or threatened, so there’s no need to get angry, frustrated, or disappointed. The authors go on to state: “As a result, we don’t push back. Instead, we willingly lean into the influence because we implicitly trust the person who’s influencing us. This makes connected influence as powerful as it is subtle.”

The book is surprisingly non-technical in style, and (once you’ve past the first chapter) easily understood. Chapter 8 is one of the most interesting in the book. Titled “Master Level Four Listening,” the chapter offers several techniques that permit you to really listen to the people you want to connectedly influence by truly conversing with them. That way you can avoid the result that Mark Twain once noted, “Most conversations are monologues in the presence of witnesses.”

“Real Influence” takes a different tack on persuasion, team building, and motivation. Most importantly, it makes you think about these important areas and offers a different way to creating a true team with your co-workers and customers. Best of all, it offers a full course banquet of fresh ideas for the price of a modest dinner.

—Henry Holtzman

Best-selling Business Books

Here are the current top 10 best-selling books for business. The list is compiled based on information received from retail bookstores throughout the U.S.A.


How to motivate individuals and build them into successful teams.


The reasons why a top manager resigned from a leading firm.

3. “Clients First: The Two Word Miracle,” by Joseph and JoAnn Callaway (John Wiley & Sons…$21.95) (2)

Why and how to putting your clients first helps build success.

4. “Leading Culture Change in Global Organizations: Aligning Culture and Strategy,” by Daniel Denison, Robert Hooting, Nancy Lane, and Colleen Lief (John Wiley & Sons…$34.95) (7)

How and why business culture impacts on business performance.


Why some people succeed in any economic conditions.


How to make innovation happen in emerging markets.


How and why TARP saved banks while abandoning everyone else.


A new view of human nature and our ability to change.

9. “Unintended Consequences: Why Everything You’ve Been Told About the Economy is Wrong,” by Edward Conard (Penguin Group…$27.95)(9)

An explanation why economic planning rarely works as planned.

10. “Steve Jobs,” by Walter Isaacson (Simon & Schuster…$35.00)(10)

The story of a modern Thomas Edison.

*(1) -- Indicates a book’s previous position on the list.

** -- Indicates a book’s first appearance on the list.
Thrivent Financial for Lutharians Commits Nearly $7 Million in 2013 to Habitat for Humanity International
By William J. “Bill” Cortus, Financial Consultant

Thrivent Financial for Lutharians announced today it will commit $6.8 million in 2013 to help build 113 Habitat for Humanity houses across the United States. Through a unique partnership, called Thrivent Builds with Habitat for Humanity, Thrivent Financial and its members have now committed more than $180 million and more than 3.5 million volunteer hours since 2005. Thrivent Financial remains the largest non-governmental supporter of Habitat for Humanity International.

“This partnership reflects our commitment, as a membership organization, to building stronger communities,” said Brad Hewitt, president and CEO of Thrivent Financial for Lutharians. “This support helps to make a difference not only in the lives of people who need safe, affordable housing, but also in the lives of our member volunteers who have been inspired to help people in need.”

The partnership consists of three programs with Habitat for Humanity: Thrivent Builds Homes, Thrivent Builds Worldwide and Thrivent Builds Repairs. These programs allow Thrivent Financial to partner with Habitat and low-income families in the construction, repair and rehabilitation of affordable housing in communities both in the United States and abroad. More than 2,900 homes have been built in the United States and around the world with the Thrivent Builds program.

“We are deeply grateful for Thrivent Financial’s partnership and steadfast commitment to decent, affordable housing around the world,” said Jonathan Reckford, CEO of Habitat for Humanity International. “Working together since 2005 through the Thrivent Builds programs, Habitat and Thrivent have engaged volunteers to help thousands of families improve their homes and the communities in which they live.”

The programs also allow volunteers to pick the level of commitment they’re comfortable with, from week(s)-long international builds to simply a few hours with a Thrivent Builds Repairs project in their own community.

“The experience is very rewarding in many ways,” said Pastor Bonnie Wilcox who has volunteered on seven Thrivent Builds projects. “It’s just such a powerful way to affect change in the lives of others.” For more information about the program or to volunteer you can visit Thriventbuilds.com.

Thrivent Builds with Habitat for Humanity is a multi-year, multi-million dollar partnership between Thrivent Financial for Lutharians and Habitat for Humanity International. Thrivent Builds is designed to involve Thrivent members and Luthers in helping provide a “hand up” to people in need of affordable housing, offering them a path to greater economic independence. Excluding government funding, Thrivent Builds with Habitat for Humanity is Habitat’s largest single source of funding, constructing more than 2,900 homes in the U.S. and around the world since 2005. For more information, visit Thriventbuilds.com.

About Inland Empire by the Inland Empire Financial Consultants
Thrivent Financial is represented in the Inland Empire by the Inland Empire Financial Consultants, which includes Bill Cortus at 3333 Concours St. Building 8 Suite!
DUFF & PHELPS/INLAND EMPIRE BUSINESS JOURNAL STOCK CHART

THE GAINERS
Top five, by percentage

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<th>Company</th>
<th>Current Close</th>
<th>Beg. of Month</th>
<th>Point Change</th>
<th>% Change</th>
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<td>44.65</td>
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<td>Hot Topic Inc.</td>
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<td>8.48</td>
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<td>6.0%</td>
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<tr>
<td>Watson Pharmaceuticals, Inc. (H)</td>
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<td>0.8%</td>
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THE LOSERS
Top five, by percentage

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Ticker 11/21/12 Close Price 10/31/12 Open Price % Chg. Month 52 Week High 52 Week Low Current P/E Ratio Exchange

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<td>55.00</td>
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Notes: (H) - Stock hit fifty two week high during the month, (L) - Stock hit fifty two week low during the month, NM - Not Meaningful

Five Most Active Stocks

- Monster Beverage Corporation 42,765,360
- Hot Topic Inc. 12,243,470
- Watson Pharmaceuticals, Inc. 12,143,900
- CVB Financial Corp. 7,138,350
- American States Water Company 1,414,860

D&P/IEBJ Total Volume Month 78,700,530

Monthly Summary 11/21/12

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Duff & Phelps, LLC

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Sincere Flattery
By J. Allen Leinberger

I remember the day back in the early 70s when I first saw a digital calculator. It could only add, subtract, multiply and divide. No memory or calculus functions. And it cost about $500.

Nearly 10 years later I found a Casio watch that told time in 12- and 24-hour formats. It could also function as a calculator and save ten phone numbers. Later watches had a stopwatch function also.

Years later we got the Palm Pilot. This had a bank of phone numbers and addresses. They called it a contact function. It also carried a calendar with the ability to set appointments. I clearly remember standing in the office of the Ontario Chamber of Commerce as four of us synced our calendars for an upcoming meeting. Wow! Technology run rampant. By this time the desktop or personal computer had hit the market and companies got the idea to incorporate many of these functions into computer programs.

That’s when the competition really went wild. Remember the Jobs vs. Gates stories? All of the programs were written for Microsoft. Apple didn’t have enough. And Apple was only for kids, not for business. Well since then the gloves have been off. Apple’s Mac and System 7 forced Windows out of Seattle. One advance led to another. By the end of the century, Jobs introduced Bondy Blue computers, and as I wrote at that time, we said good-bye to beige.

In October of 2001 (not a good time to get PR attention) the first generation Apple iPod came out. It was not the first MP3 player. But then Ford was not the first car. In both cases the man behind the product was a master of marketing. Once the Apple music player hit the stores, a dozen others came out behind it. A few survived. Most were DOA. The race was on. Several generations of iPods were available, including the little one-inch Shuffle of a few years ago. Microsoft eventually came out with the Zune. (Does anyone own one?)

Then Apple decided to combine the iPod with the elements of the Palm Pilot and the portable cell phone—plus a camera, of course. The smartphone was born. Again the market went wild. Apple’s iOS operating system came up against the Blackberry and the Android. Although many people predicted the demise of the Bluetooth, the three systems have been competing at a fairly even rate. One gets bigger. One gets smaller. One adds new functions and pretty soon the three systems have been competing at a fairly even rate. One gets bigger. One gets smaller. One adds new functions and pretty soon the three systems have been competing at a fairly even rate. One gets bigger. One gets smaller. One adds new functions and pretty soon the three systems have been competing at a fairly even rate. One gets bigger. One gets smaller. One adds new functions and pretty soon the three systems have been competing at a fairly even rate. One gets bigger. One gets smaller. One adds new functions and pretty soon the three systems have been competing at a fairly even rate.

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But by 2008, again a bad time for new products, Jobs introduced “The Next Big Thing”—the tablet. And history repeated itself, as it does so well. Now we have not only the iPad and the iPad Mini, as well as the Kindle and Kindle Fire, the Nook, Dell’s Touch series, Google’s Nexus and Window’s new Surface, just to name a few.

Microsoft admits they probably should have gotten into the tablet business sooner. Maybe so. People with iPhones have been buying Macs and loading iTunes music and Apple apps into it. So naturally they stood in line for the iPad and loaded it with the same apps. Is it any wonder that Apple hit over 700 on the Dow Jones last summer? There are critics out there saying that Apple did with the iPad tablet what they didn’t do with the iPhone.

So what is this all about? It’s the spirit of competition. Imitation may be the sincerest form of flattery, but it sure gets people to separate themselves from their money. Just like the “Twilight” movies and the new “Hobbit” series, consumers don’t want to admit there is a recession when something new continued on page 30

Export Growth Benefits
California Companies

Six month 2012 California merchandise exports are up 6 percent over same period last year

The International Trade Administration (ITA) recently announced new export data that shows California merchandise exports increased 6 percent in the first half of 2012 compared to the same period in 2011, growing from $77.4 billion to $82.0 billion.

“Exports are an increasingly important part of California’s economic recovery as local businesses both big and small start to look beyond our borders to increase their customer base,” said Francisco Sánchez, Under Secretary of Commerce for International Trade. “The International Trade Administration is committed to helping California businesses leverage financing and other key resources to boost exports that support thousands of good, high-paying jobs across the state. I encourage companies to contact our local U.S. Commercial Service offices to find out about new export opportuni-

(1-r) 2012 - CIEDEC Vice-Chairman Jerry Paresa, Chairman Tim Murphy and 2013 CIEDEC Chairman Rick Gibbs

ties and the resources available to them.”

California’s first half of 2012 merchandise export sales outpaced the 2011 figures for the same period in many top destinations, including Mexico (up 20 percent), Australia (17 percent), Belgium (9 percent), Hong Kong (8 percent), and United Kingdom (7 percent). Key merchandise export categories include computer and electronic products, transportation equipment, machinery manufactures, miscellaneous manufactures, and chemicals.

“The growth in California (Inland Empire region of Southern California) exports is not just about big companies” said Fred Latuperissa, director of the U.S. Commercial Service in Ontario, California. “Ninety eight percent of all U.S. exporters are small- and medium-sized firms, and our office continues to focus on these businesses as they look to build their bottom line by making new sales abroad. We’d like to help you realize that potential.”

ITA’s U.S. Commercial Service has entered into a strategic partnership with the City of Murrieta, and the California Inland Empire District Export Council (CIEDEC) in which the organizations are working together to increase export awareness among the state’s small- and medium-sized businesses. This includes joint marketing and outreach, co-hosting of trade events and seminars, cross training, and other activities. CIEDEC announced the new 2013 executive board: Rick Gibbs, mayor for the City of Murrieta as chair, Chris Kuran, president of Waterstone Faucets as vice-chair and Don Driftmier, CPA, Noble House Entertainment Picture as treasurer.

Since 2009, ITA has assisted approximately 15,000 U.S. companies record nearly 47,000 export continued on page 30
Steps to Sustainability From Upper Management to the Bottom Line

By Steve Richerson

Big companies like GE, IBM, Wal-Mart, and many smaller companies like Tenant, Centiva, and Stonyfield Yogurt have recently locked their GPS coordinates on to a really intriguing destination—market profitability through ecological sustainability.

These companies have set their company GPS on a target that’s not just a sustainable destination for the company’s longevity, but for reaching that destination while using our planet’s resources wisely.

Ecological sustainability refers to the way we choose to use the Earth’s natural resources. If we use resources in a way that doesn’t harm future generations’ ability to use those resources, that use is considered sustainable for generations to come. If we harm future generations’ ability to use those resources, it’s not sustainable.

There are really excellent business reasons why these innovative companies have chosen this destination.

Why Destination: Sustainability?

1. Allows companies to cut overhead costs for everything they take, make, and waste. These savings can go directly to the bottom line.

2. Allows companies to build a successful enterprise they can be proud of. This leads to increased employee productivity, retention and attraction, which goes straight to the bottom line.

3. Allows companies to build a reputation for being a good corporate citizen. This results in loyal consumers and possibly loyal fans that can determine questions of zoning, taxes and community support.

So, what are the steps we have to take to get our GPS pointing toward sustainability?

Step 1—Get “Buy-in” from the top. You’re going to have to make a pitch, presentation or proposal to convince upper management that sustainability is good for the bottom line of your company. Simply making the “feel good” argument that going green is the “right thing to do” won’t cut it. You need to make the business argument for it. Make the case in dollars and cents.

Step 2—Engage everyone on the team. Now that you know the front office has your back, it’s time to engage the team. Build a group of mid and senior management from all departments (sales, HR, facilities, retail manufacturing) that will focus on efforts to save the company money through saving resources and preventing pollution. Even members of the team that are “environmentally agnostic” (global warming skeptics, recycling is a waste of time, etc.) can understand that waste equals inefficiency. Inefficiency costs your company money. Wasted money means raises and promotions are less likely for them. They’ll understand this argument. Saving the company money through saving resources is the goal. Try to align your goals with two these two principles of sustainability and you’ll be well on your way:

1. Is it renewable?
2. Does it create pollution?

Step 3—Get it on the company map. Get an official sustainability statement from your team on the Corporate Strategy Map. This will allow your integrated sustainability to be an aligned priority at every level of your company. You’ll get “buy-in” from everyone because it’s on the map. Employees up and down the corporate ladder want to know that sustainability is important to the company and they’ll be rewarded for spending work time on it.

Step 4—Take, Make and Waste. Have the team focus on areas of take, make and waste. Create a list of opportunities for each of these areas. Waste is inefficiency. If you can cut down on inefficiency, you grow your bottom line and you help reduce impact on the planet. Here are a few questions that should be asked:

- Can transportation costs be reduced by getting smaller vehicles or can they be eliminated completely?
- Can we cut our waste removal costs by recycling?
- Can we choose an option for shipping that uses less packaging?
- Is it possible to innovate a completely new product that is within our core competencies but has a lesser impact on resources?
- Can we source raw materials closer to our factories to cut down of shipping costs?

When everyone gets focused on the TMW (Take, Make and Waste areas), the result is that good ideas for profits and the planet come flowing out.

Step 5—Measure immediately. Once you’ve found the areas to focus on, begin to measure them. If possible, integrate automated measurements of all inputs and outputs. Even very competent managers and front line employees can get it wrong. It’s easy to over or underestimate how much energy, how many raw materials used, how much water is wasted or how much trash is being hauled away if there’s no real data on it. Collect the data right away.

Step 6—Set goals. Now that you have the data, set your goals for sustainability. Make these goals specific, measurable and make sure they are of strategic bottom line value to your company.

Step 7—Execute. You’ve set your goals. Now go for it. Remember to make small steps towards this goal every day. Continue to ask yourself, “How can I make this just a tiny bit better?”

Step 8—Share progress. Be honest with shareholders and stakeholders about the results. The public will appreciate your honest attempts to be more sustainable (even if you’re not totally successful). Be honest about results and you’ll be better off. They want to know you’re on the right road and will support you for that.

Step 9—Conduct an annual review. Have the team review the improvements that were made over the year. Ideas that worked in one area may spur improvements in other areas. Keep going; there’s always room to do a little better.

Many of the world’s smartest companies are locking their GPS destination on sustainability. It’s good for people, planet and most importantly, it’s good for profit.

For more information, please visit www.greenbizspeaker.com, call 256-710-7216 or email steve.richerson@gm ail.com.
The Health Care Law

& Your Business

PREPARING FOR COMPLIANCE:
BEING PREPARED SIMPLIFIES
YOUR HEALTH CARE NEEDS

REVIEW:
Do you have the right plan and incentives in place?
» Employee health benefits you provide could qualify your company for tax credits
» Current health plan coverage and options

REVISE:
Do your open enrollment materials reflect changes required under the law?
» A short, easy-to-understand Summary of Benefits and Coverage
» A Uniform Glossary that explains terms commonly used in health insurance coverage
» Flex Spending Account (FSA), Health Spending Account (HSA) and Health Reimbursement Arrangements (HRA) limits

CONSIDER:
Do you have resources to help you educate employees about becoming healthy?
» Implementing a health & wellness program in your workplace if you don’t have one already.
» Federal grants will be available as will premium discounts for employees participating in wellness programs.

If you work with a health insurance broker or tax accountant, they should be able to help you with these tasks.

For more information, please visit

Health Law Guide for Business En Español Launching in 2013
Visit www.healthlawguideforbusiness.org/espanol to sign up for notifications and access immediate resources to help you navigate the health care law.

Developed in partnership with:
The BizBen Index figures, showing the sales rates by city and county throughout the state for the past five years, supplied by the several thousand baby boomer owners who are ready and eager to retire, and need to sell in order to help fund that retirement. Siegel noted the business sales rate in the country’s largest state is a key economic indicator. “The fact that we’re starting to see an increase in the number of successful deals, tells us that people are learning to adapt to the changes in the business for sale market–a market that has been significantly impacted by the New Economy.”

San Bernardino County business sales figures, reported by city through the first 11 months of the year (found at: www.bizben.com/stats/san-bernardino-county.php) are:

- Colton: 20
- Hesperia: 13
- Montclair: 15
- Ontario: 60
- Rancho Cucamonga: 56
- Redlands: 32
- San Bernardino: 91
- San Bernardino County business sales figures, reported by city through the first 11 months of the year (found at: www.bizben.com/stats/san-bernardino-county.php) are:

- Alameda: 62
- Amador: 5
- Butte: 5
- Contra Costa: 29
- El Dorado: 6
- Fresno: 22
- Humboldt: 2
- Imperial: 6
- Kern: 10
- Lake: 1
- Los Angeles: 306
- Marin: 1
- Mendocino: 2
- Merced: 1
- Monterey: 14
- Nevada: 6
- Orange: 101
- Placer: 13
- Riverside: 31
- Sacramento: 24
- San Bernardino: 54
- San Diego: 89
- San Francisco: 306
- San Joaquin: 14
- Santa Barbara: 14
- Santa Clara: 57
- Santa Cruz: 12
- Solano: 8
- Sonoma: 28
- Stanislaus: 16
- Tehama: 1
- Tulare: 6
- Tuolumne: 1
- Ventura: 19
- Yolo: 4

More complete sales information by California counties and cities for the past five years, supplied by the BizBen Index, can be found at www.bizben.com/stats/stats-monthly-nov.php

BizBen Reports... Drop From 2008

Siegel said through the end of November, the California-wide rate of business sales, with a total of 13,046, falls short by about 34% for the year, compared to the count of 19,885 deals recorded in the first 11 months of 2008. “And then the business for sale market suffered the full impact of the banking crisis and the recession. “A 34% drop in activity means at least one third fewer people were able to buy a business in each of the last four years, even though there has been increased demand for small- and mid-sized businesses in the state. Thousands of Californians have decided that owning their own company is a better long-term financial plan in this economic environment than working for someone else. And for every buyer unable to succeed in this market, there is a business owner who was unable to sell. So one third fewer sellers managed to conclude a deal, despite a growing market of companies being offered by the several thousand baby boomer owners who are ready and eager to retire, and need to sell in order to help fund that retirement.”

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- Tehama: 1
- Tulare: 6
- Tuolumne: 1
- Ventura: 19
- Yolo: 4

The BizBen Index figures, showing the sales rates by city and county throughout the state for the past five years, are accessed at www.bizben.com/stats/stats-total.php

BizBen.com features more than 8,000 California businesses for sale and businesses wanted postings, along with offerings of new franchises and business opportunities. Since 1994 this niche online network and service has proved a valuable tool for thousands of California business buyers, small business owners/sellers, intermediaries, and advisors. The site also includes articles, resources, news and tips, and a daily blog. For the past 15 years, its BizBen Index has collected and reported on business sales statistics, by county and city, throughout the state.
The End of China’s Economic Marvel
Part I of II
By William Yu, Economist, UCLA Anderson Forecast

Last December, the UCLA Anderson Forecast concluded that a hard landing for China would be very difficult to avoid. Our prediction is proving correct. China’s economy is currently in the midst of a hard landing. The majority of predictions I made about China’s economy foresaw a soft landing despite a number of looming alarms. We predict that China’s hard landing will be worse than the free fall in the 2008 financial crisis because their stimulus medicine will not work this time. China’s anemic stock market, as shown in Figure 1, has revealed the specter of predication.

This article will discuss the evidence of a hard landing related to the current state of the Chinese economy and predict the aftermath of China’s hard landing. Among various uncertainties, one thing is certain: China’s golden period of economic growth over the past three decades has come to an end.

Evidence of China’s Hard Landing
Figure 2 displays the year-over-year real GDP growth rate based on China’s official GDP number. Figure 3 shows the quarterly real GDP growth rate seasonally adjusted on China’s official GDP number. The quarterly GDP growth rates for the past four quarters (2011Q3 to 2012Q2) are 8.33%, 8.21%, 6.35%, and 7.19%, respectively. It is natural to see quarterly GDP growth being more volatile than year-over-year GDP growth. Although the quarterly GDP growth does not look like a serious hard landing, consensus defines China’s hard landing as a GDP growth rate below 7%. Therefore, accord-

FINANCIAL COLUMN
Thrivent Financial for Lutherans Receives Approval to Charter Federal Credit Union

Newly formed Thrivent Federal Credit Union is one of the largest faith-based credit unions in the U.S. By William J. “Bill” Cortus, Financial Consultant

Thrivent Financial for Lutherans has received approval from federal regulators to charter a member-owned, member-governed federal credit union. The transaction includes the transfer of all of Thrivent Financial Bank’s deposits and virtually all of its other liabilities and assets to the credit union, effective Dec. 1, 2012. The newly formed credit union has approximately $500 million in assets, making it one of the largest faith-based credit unions in the United States.

As part of the transaction, all loan and deposit customer accounts held at Thrivent Financial Bank as of the transaction (including individual retirement accounts not serviced by Thrivent Financial Bank’s Trust & Investment Services business) will be transferred to Thrivent Federal Credit Union.

Existing trust accounts, investment management accounts and those individual retirement accounts currently serviced by Thrivent Financial Bank’s Trust & Investment Services business will continue to be serviced and supported at Thrivent Financial Bank, under a new name, “Thrivent Trust Company.” Thrivent Trust Company will be a wholly owned subsidiary of Thrivent Financial for Lutherans. Thrivent Federal Credit Union will not be owned by Thrivent Financial for Lutherans, but will instead be owned by its credit union members.

Current Thrivent Financial Bank clients will become member-owners of Thrivent Federal Credit Union upon the transfer of their accounts to the credit union. There were 46,422 clients as of Oct. 1, 2012. After Dec. 1, anyone within the credit union’s “field of membership” is eligible to apply for membership. (See the frequently asked question: “How will new members be able to join the credit union?”)

“Thrivent Federal Credit Union is a logical fit with Thrivent Financial for Lutherans’ history of aligning faith and finances,” said Todd Sipe, who will be president of Thrivent Federal Credit Union. “We will be able to offer a unique combination of financial expertise, competitive products and educational services, and shared values with our members. Our purpose will be to strengthen communities by helping members be wise with money so they can support the people and causes they care about.”

Existing Thrivent Financial Bank clients will be receiving additional information about the transition, but are encouraged to call 800-984-9428 with any questions.

About Inland Empire by the Inland Empire Financial Consultants
Thrivent Financial is represented in the Inland Empire by the Inland Empire Financial Consultants, which includes Bill Cortus at 3333 Concours Street, Building 8, Suite 8100, Ontario, CA 91872, phone: 909-945-4996, website: www.thrivent.com/plg/inlandempire Facebook: www.facebook.com/BillCortusThriventFinancial CA Insurance ID 0D96803
Top 10 Tips for Running a Great Meeting

By Jean Kelley

Any meeting you conduct at work is a reflection of you. What kind of image are you portraying? Professional, on-target, and efficient? Or unprepared, unproductive, and ineffective?

Unfortunately, few people receive formal training on how to conduct a great meeting, and this lack of training is apparent in corporate conference rooms across the country. Between meetings that ramble on with no agenda and no action steps, to participants feeling bored and questioning why the meeting is even taking place, it’s no wonder that so many people dread going to meetings.

In order to conduct a meeting that boosts your credibility and helps you achieve the company’s goals, keep these top ten meeting tips in mind.

1. Know if you really need a formal meeting at all

Before sending the meeting invites, define why you’re having the meeting. Is it really necessary? Is there another way to accomplish the result? If you have a small department or group of attendees, perhaps a “stand up” meeting will suffice. In this case, you simply get everyone to gather in the hall, say what they need to know, and then everyone disbands within five minutes. It’s a quick, painless, and highly effective way to get a message out.

2. Set expectations prior to the meeting

If a meeting is indeed necessary, create the agenda and send it out prior to the meeting so people are clear on what’s going to be covered. If multiple topics are on the agenda, include a time allotment for each item. Also list a meeting adjournment time…and stick with it. The more detailed you are, the more professional you look.

3. Facilitate well during the meeting

The facilitator’s job is to keep the meeting running smoothly, to make sure everyone gets a say, and to lead people through areas of conflict. Realize that no meeting “runs itself.” You need to lead people through each segment of the agenda and work for a resolution to each area of discussion.

4. Beware of Parkinson’s Law

As you facilitate, keep Parkinson’s Law in mind: “Work expands so as to fill the time available for its completion.” The same is true for meetings. If you’ve set an hour for the meeting, chances are the meeting will drag on to fill that time slot. To keep this from happening, announce at the onset, “If we get through this agenda before the adjournment time, we all get to leave early.” Make that the goal, not the posted adjournment time.

5. Allow conflict

If the goal of your meeting is to solve a problem, then conflict is inevitable. Welcome it. A good facilitator will recognize when emotions get too high and will step in to keep the meeting on track. But don’t strive to avoid conflict. Nothing gets solved without first having a conflict of ideas.

6. Assign action steps

In a perfect world, people would 100% self-manage. We don’t live in a perfect world. That’s why the meeting leader needs to wrap up the meeting by summarizing the key points and then assigning the action steps. Decide who is going to do what and by when. Also determine how everyone will follow up on the action steps. Who is holding people accountable for doing what needs to get done? The more follow up and accountability you have, the more likely you are to accomplish the stated goals.

7. Delegate the meeting responsibility

Just because you’re a department or company leader doesn’t mean you have to lead every meeting. Delegate some meetings to others so they can gain experience in this critical skill. If you don’t feel comfortable delegating the entire meeting, delegate a part of the meeting that’s focused on a specific topic. Give everyone a turn to develop their meeting prowess.

8. Know when to lead and when to participate

When you do delegate a meeting, or when you’re attending someone else’s meeting, resist the urge to “take over” the meeting. Of course you can be an active participant and state your opinions, but let the other person do their job and have the spotlight as the leader. They may not run the meeting exactly like you would, but it’s their meeting. Let their own leadership style shine.

9. Always let people out early

Remember when you were a kid and the teacher let you out of class a minute or two early? Changes are you liked that teacher and didn’t mind going back to his or her class. Adults are the same way. The minute you start going over the stated adjournment time, people disengage and tune out. Instead, let them out a few minutes early. If you’ve followed all the other points mentioned thus far, an early adjournment should be possible. If your meeting topic still has loose ends, address those key items with the needed parties privately. Keeping everyone in the meeting to address final points that don’t pertain to the group as a whole leaves people frustrated and bored—not the kind of last impression you want.

10. Most important…Have fun!

Meetings have a reputation for being boring and uninspiring, so give people a chance to leave with something other than the agenda. For example, if the meeting takes place around a holiday, put out some holiday candies or small decorations that people can take. Or, if the topic is dull, like a production and drilling report meeting, give people small hand clappers (hand shaped noise makers that you shake and they make clapping noises). Tell everyone, “If I say something good, pick this up and make some noise.” Do what you can to make a dull meeting memorable and fun.

Make Your Meetings Work
Meetings don’t have to be something people dread. When you implement these ten tips for...
According to the official data, the hard landing occurred in 2012Q1. Keep in mind, China’s true GDP growth may well be below the officially-released number. For instance, Yu (2011)2 and Koech and Wang (2012)3 have argued this possibility. Since China’s GDP data cannot provide us with a more realistic and credible picture of the Chinese economy, we will look at other data to capture recent economic activities in China.

China’s Exports

Figure 4 presents China’s quarterly year-over-year real exports growth rate. It is clear that real export growth has been floundering over the past four quarters: 2011Q3: 3.2%, 2011Q4: -1.9%, 2012Q1: -1.9%, and 2012Q2: 1.7%.

Figure 5 shows China’s monthly year-over-year nominal exports growth rate for its two largest exporting markets: the U.S. and the European Union (EU). For the most part, exports to the EU have been sinking under water over the past year because of the EU’s recession. Exports to the U.S. are not much better; they are mostly growing under 10% over the past year. In sum, the state of—and the outlook for—China’s exports are moribund.

Manufacturing Sector and Industrial Production

China’s manufacturing output accounted for about 50% of its real GDP in 2011 (agriculture: 8% and services: 42%). Therefore, understanding the manufacturing sector could help get a more accurate picture of China’s economy. Figure 8 lays out the HSBC China Manufacturing Purchasing Managers’ Index (PMI). If the index is above 50, the manufacturing sector is expanding. If the index is below 50, manufacturing is contracting. Figure 8 paints the same picture as we have

End of China’s... continued from pg. 13

continued on page 32
## Financial Brokerage Firms Serving the Inland Empire

**Ranked by Number of Offices in Inland Empire (Riverside and San Bernardino Counties)**

<table>
<thead>
<tr>
<th>Company</th>
<th># Offices</th>
<th>L.E. Registered Brokers</th>
<th>Services</th>
<th>Headquarters</th>
<th>Top Local Executive</th>
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<td>Year Established</td>
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<td>57</td>
<td>Stocks, Bonds, Mutual Funds, Life Insurance, Estate Planning, 401(k), and other Retirement Plans</td>
<td>St. Louis, MO</td>
<td>(909) 991-3555(308) 285-6050</td>
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<td><a href="mailto:cbarney@ml.com">cbarney@ml.com</a></td>
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<td>Full Service Brokerage, Real Estate Planning, Mutual Funds, Retirement Plans, Managed Accounts</td>
<td>San Bernardino, CA 1984</td>
<td>Charles Painter</td>
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<td>National Planning Corp.</td>
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<td>Investment Advisory, Financial Retirement Planning, Full Service Brokerage</td>
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<td>Eddie Ngo</td>
<td><a href="mailto:edguy@verson.net">edguy@verson.net</a></td>
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<tr>
<td>Pacific Premier Investment Services</td>
<td>1</td>
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<td>Mutual Funds, Tax deferred Annuities, Life Insurance, Long Term Care Insurance, Financial Planning, 401K</td>
<td>Costa Mesa, CA 1983</td>
<td>Steve Gardner</td>
<td>(909) 886-9753(308) 1797</td>
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<tr>
<td>BPM Insurance &amp; Financial Services</td>
<td>1</td>
<td>1</td>
<td>Investment Advisors, Full Service Brokerage</td>
<td>Redlands, CA 1974</td>
<td>William A. McCalmon</td>
<td>(909) 792-6176(708) 978-0584</td>
</tr>
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(NA = Not Applicable; WND = Would not Disclose; na = not available. The information in the above list was obtained from the companies listed. To the best of our knowledge the information supplied is accurate as of press time. While every effort is made to ensure the accuracy and thoroughness of the list, omissions and typographical errors sometimes occur. Please send corrections or additions on company letterhead to: The Inland Empire Business Journal, P.O. Box 1979, Rancho Cucamonga, CA 91729-1979. Copyright 2013 by IEBJ.)
Cheap Transportation to Las Vegas and Beyond – From $2!

Transportation from Riverside to Las Vegas is about to get a lot cheaper with round-trip bus fares as low as $2. Megabus.com, the first city-to-city, express bus company, announced expansion to eight cities in California and Nevada: Riverside, Los Angeles, San Francisco, Sacramento, Oakland, San Jose, Sparks/Reno and Las Vegas.

The venture will add 80 employees to the Paramus, NJ-based company, bringing the total to 1,000. Megabus.com pulled in $162 million in revenue in its most recent fiscal year, according to Mike Alvich, the company’s vice president of marketing and public relations.

“We’re an independent retailer taking a major risk,” Alvich said. “We’re not receiving any city, state or federal subsidies.”

Service started on Dec. 12 and customers may begin booking today at www.megabus.com. The coach from Riverside will travel non-stop to and from just one city, Las Vegas.

Megabus.com will offer four daily departures from the downtown Riverside Metrolink Station, 4066 Vine Street, at the curb near the transit bus loading area. Four hours later, passengers will arrive near the corner of Sunset and Gilespie, next to the Sports Center of Las Vegas. If the venture takes off, the Riverside service could expand to other cities, Alvich said.

“The model is similar to Southwest Airlines,” said Mike Waters, the company’s senior director of business development. “The earlier you book with Megabus.com, the better your chances for a $1, $3, $5 or $8 seat.”

Since Megabus.com, a subsidiary of Coach USA, launched in 2006, it has served more than 22 million travelers in more than 120 cities. Many passengers are college students, young professionals and day trippers, Alvich said.

continued on page 30

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### Top Colleges and Universities in the Inland Empire

**Ranked by 2013 Enrollment**

continued on page. 28

<table>
<thead>
<tr>
<th>Institution Address</th>
<th>Student-Faculty Ratio</th>
<th>Part-Time</th>
<th>Year Founded</th>
<th>Tuition &amp; Fees: Call to Resident Non-Resident</th>
<th>On-Campus Room &amp; Board (Avg. Yearly Cost)</th>
<th>Top Local Exec. Title</th>
<th>Phone/Fax</th>
<th>E-Mail Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>California State Polytechnic Univ., Pomona 3801 West Temple Ave. Pomona, CA 91768</td>
<td>21.190 21.2</td>
<td>589 482</td>
<td>Public, 4-Year and Graduate 1938</td>
<td>$3,564 $4,272</td>
<td>$9,120</td>
<td>J. Michael Ortiz</td>
<td>President</td>
<td>(909) 869-2200/869-4535 <a href="mailto:jmo@csupomona.edu">jmo@csupomona.edu</a></td>
</tr>
<tr>
<td>University of California, Riverside 900 University Ave. Riverside, CA 92521</td>
<td>18.925 22.1</td>
<td>820 96</td>
<td>Public University 1954</td>
<td>$2,839 $9,709</td>
<td>$13,280</td>
<td>Mark G. Yudof</td>
<td>President</td>
<td>(951) 827-1328/37-4702 <a href="mailto:myudof@uci.edu">myudof@uci.edu</a></td>
</tr>
<tr>
<td>California State University, San Bernardino 3900 University Parkway San Bernardino, CA 92407-2397</td>
<td>17.072 22.1</td>
<td>1,100 1,000</td>
<td>Public, 4-Year and Grad. $1.350 Per Qtr. Undergrad. 1963 $226 Per Unit/Res. Non-Res. $3,513 Per Qtr. Grad.</td>
<td>$4,185-7,110</td>
<td>N/A</td>
<td>Tomás D. Morales</td>
<td>President</td>
<td>(909) 537-5157/77054 <a href="mailto:tmorales@csusb.edu">tmorales@csusb.edu</a></td>
</tr>
<tr>
<td>University of Phoenix 3110 Granada Rd. Ontario, CA 91761</td>
<td>9,850 10.1</td>
<td>2 489</td>
<td>Private 1976</td>
<td>$475 Per Unit/Undergrad.</td>
<td>$625 Per Unit/Grad.</td>
<td>William Pepplefill, Ph.D.</td>
<td>President</td>
<td>(909) 973-2407/969-2459</td>
</tr>
<tr>
<td>University of La Verne 5505 Third St. La Verne, CA 91750</td>
<td>8,328 13.5</td>
<td>104 422</td>
<td>Private 1981</td>
<td>$26,910 Undergrad.</td>
<td>$10,920</td>
<td>Deborah Lieberman</td>
<td>President</td>
<td>(909) 593-3511/971-2294</td>
</tr>
<tr>
<td>California State University San Marcos 333 S. Twin Oaks Valley Road San Marcos, CA 92096-0001</td>
<td>7,902 22.3-1</td>
<td>228 223</td>
<td>Public 4-Year and Graduate 1989</td>
<td>$1,825 Per Semester $2,175 Per Semester</td>
<td>$5,800-$8,160 per yr. depending on 10-12 mos. occ. or simp/stable</td>
<td>Karen S. Haynes</td>
<td>President</td>
<td>(760) 750-4000/750-4033</td>
</tr>
<tr>
<td>University of Redlands P.O. Box 1308, 1200 E. Colton Ave. Redlands, CA 92373-0999</td>
<td>4,317 12.1</td>
<td>214 266</td>
<td>Private 1907</td>
<td>Undergrad $31,894 Grad $30,326</td>
<td>$10,122</td>
<td>Dr. Ralph W. Kneid</td>
<td>President</td>
<td>(909) 748-8370/45-4076</td>
</tr>
<tr>
<td>Loma Linda University 11060 Anderson St. Loma Linda, CA 92354</td>
<td>4,100 na</td>
<td>2,500 500</td>
<td>Private/Health Sci. 1935</td>
<td>$520 Per Unit</td>
<td>na</td>
<td>Richard H. Hart, MD, DePF</td>
<td>President</td>
<td>(909) 558-4400/536-0242</td>
</tr>
<tr>
<td>California Baptist University 8432 Magnolia Ave. Riverside, CA 92504</td>
<td>3,909 16.1</td>
<td>128 85</td>
<td>Comprehensive Private 1950</td>
<td>$23,500</td>
<td>$30,070 (Includes Tuition)</td>
<td>Ronald L. Ellis, Ph.D</td>
<td>President</td>
<td>(951) 699-5771/331-1888</td>
</tr>
<tr>
<td>Chapman University (Ontario Campus) 1950 Concorde Dr. Ste. 100 Ontario, CA 91764</td>
<td>2,554 15.1</td>
<td>4 50 40</td>
<td>Private (Non-Profit) 1861 (Orange)</td>
<td>$345 Per Unit/Undergrad.</td>
<td>$415 Per Unit/Grad.</td>
<td>James L. Doti, Ph.D.</td>
<td>President</td>
<td>(909) 461-1804/481-9510</td>
</tr>
<tr>
<td>Western University of Health Sciences 150 S. College Ave. Claremont, CA 91711</td>
<td>2,399 16.1</td>
<td>184 800</td>
<td>Graduate University of Medical Sciences 1977</td>
<td>Various by Program $17,500-$20,010</td>
<td>N/A</td>
<td>Philip Pomerantz, Ph.D.</td>
<td>President</td>
<td>(909) 623-6162/20-5456</td>
</tr>
<tr>
<td>Claremont Graduate University 100 E. 10th St. Claremont, CA 91711</td>
<td>2,044 12.1</td>
<td>95 72</td>
<td>Private (Non-Profit) Graduate Research 1921</td>
<td>$16,049 Per Semester</td>
<td>$8,500 Per 10 Month Year</td>
<td>Deborah A. Freund</td>
<td>President</td>
<td>(909) 621-8000/607-7911</td>
</tr>
<tr>
<td>Pomona College 500 N. College Ave. Claremont, CA 91711</td>
<td>1,522 8.1</td>
<td>178 39</td>
<td>Public 1887</td>
<td>$35,625</td>
<td>$12,220</td>
<td>David W. Otstby</td>
<td>President</td>
<td>(909) 621-8133/821-8671</td>
</tr>
<tr>
<td>Claremont McKenna College 110 E. Ninth St. Claremont, CA 91711</td>
<td>1,211 8.1</td>
<td>120 15</td>
<td>4-Year Undergraduate 1946</td>
<td>$37,080</td>
<td>N/A</td>
<td>Pamela A. Gunn</td>
<td>President</td>
<td>(909) 621-8098/621-8790</td>
</tr>
<tr>
<td>La Sierra University 4500 Riverwalk Parkway Riverside, CA 92515</td>
<td>1,051 15.1</td>
<td>122 95</td>
<td>Private 1922</td>
<td>$620 Per Unit/Undergrad $570 Per Unit/Grad.</td>
<td>$2,236 Per Quarter</td>
<td>Randel B. Wisby</td>
<td>President</td>
<td>(951) 785-2000/785-2465</td>
</tr>
<tr>
<td>Pitzer College 1050 N. Mills Ave. Claremont, CA 91711</td>
<td>1,000 na</td>
<td>75 10</td>
<td>4-Year Undergrad., Grad. Private, Liberal Arts 1963</td>
<td>$35,912</td>
<td>$29,852</td>
<td>Laura Skandera Trombley</td>
<td>President</td>
<td>(909) 621-8129/81-3479</td>
</tr>
<tr>
<td>Scripps College 1702 Columbia Ave. Claremont, CA 91711</td>
<td>944 10.2</td>
<td>80 28</td>
<td>Private/ Liberal Arts 1928</td>
<td>$37,796</td>
<td>$35,800</td>
<td>Lori Bettinosa-Varga</td>
<td>President</td>
<td>(909) 621-8000/607-8004</td>
</tr>
</tbody>
</table>

N/A = Not Applicable NDB = Would not disclose NA = not available. The information in the above list was obtained from the companies listed. To the best of our knowledge the information supplied is accurate as of press time. While every effort is made to ensure the accuracy and thoroughness of the list, omissions and typographical errors sometimes occur. Please send corrections or additions on company letterhead to: The Inland Empire Business Journal, P.O. Box 1979, Rancho Cucamonga, CA 91729-1979. Copyright 2013 by IEBJ.
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Famous Dave’s BBQ—Go!—You Will Like It!

By Bill Anthony

Maybe it’s my age…..I’m now a fossil...but barbeque has become very confusing…too many decisions for my taste buds. You must decide on Carolina bbq, or Texas bbq, or Memphis bbq or Kansas City bbq, or even New Orleans/Louisiana bbq, and once you settle that issue, then you have a wood decision—decisions on either smoking or cooking….hickory, mesquite, apple wood or dry grape vines or whatever.

I have made a decision, and that is “forget all the above, and just decide: Do I like the bbq that I am eating at the time or do I dislike it. It’s that simple.”

Well, at Famous Dave’s BBQ I just like it, and I think you will also. It is not the best, best ever, but it is real good. I would like to recommend a few menu items that I am sure you will enjoy:

Appetizers: Dave’s sampler platter @ $15.99 (only if you are with a party of four to six)...a lot of food. This sampler includes rib tips, cod strips, but the wings are the stars.

Main Dishes: Famous Dave’s feast, family style for four @ $39.99, includes St. Louis style spare ribs, chicken, brisket or Georgia chop pork, coleslaw, fries, Wilber beans, sweet corn, and corn bread muffins. A taste of many items and at only $10 per person, a real deal.

Dessert: Be sure not to miss the bread pudding and/or banana pudding mini...share with one other person...desserts mini @ $2.99.

My only disappointment at Famous Dave’s BBQ was the inability of waitperson answering questions regarding the salt, or sugar or carb content of menu items.

Overall recommendation: Go and try it...you will like it...but, remember, you need at least four persons.

Famous Dave’s BBQ is located at 26478 Ynez Road in Temecula, CA. Call (951) 296-9232 to make reservations which are suggested.
For nine consecutive years, the Inland Empire Business Journal celebrated its annual Christmas reception at the New York Grill in Ontario. This past year, 2012, the Journal rescheduled again another reception and confirmed a booking to be held on Friday, Dec. 7th; however, that event was cancelled by the new owner of the Grill when he refused to honor their agreement.

This cancellation turned out to be a blessing in disguise due to the booking of the event at the new Ontario Radisson. This venue has a free-standing building next to a swimming pool which is known as the Concierge Lounge. This room is complete with fireplace, built-in serving stations, and can accommodate 90 people seating at round tables. It is truly a warm, cozy, and intimate setting for such an occasion.

The menu for this festive event included salad, pasta, duck a l’orange, prime rib, country ham, turkey and an assortment of fantastic desserts, including miniature eggclairs and cream puffs.

To the delightful surprise of the Business Journal, guest after guest (who had previously attended this celebration for 10 years) said that this was the best reception ever. They even added that the food “beat” the New York Grill—quite a statement and a delight for the Journal.

Bottom line…a bad situation turned into a gold “winner.” The Journal gave a special thanks to the chef for an award-winning “spread” and to Clay Miale for his attention to every detail.

After such a success, the Radisson can expect several bookings for 2013!

The Radisson Hotel Ontario Airport is located at 2200 East Holt Boulevard in Ontario. The hotel’s phone number is 909-975-5000.
WELCOME

Whether planning a gathering for 10 or a meeting for 200, our “Pick Your Reward” by Radisson Ontario Airport Rewards offer is a personalized thank you—for a limited time, when you book a group event at Radisson Ontario Airport.

For information call
Clay Miale, Director of Sales at 909.975.4105
Radisson Ontario Airport, 2200 East Holt Blvd., Ontario, CA 91761
www.RadissonOnt.com

COME FOR THE MEETING, STAY FOR THE FUN!

Experience the new first-class Radisson resort in the Inland Empire with incomparable service, facilities and expert meeting professionals.

INTRODUCING SPECIAL GROUP BENEFITS:
- Welcome amenity per room (fruit basket or bottle of domestic wine)
- Private group event with standard setup without charge
- One 4 days/3 nights stay gift certificate, includes meals
- One hour cocktail reception with hors d’oeuvres
- VIP airport transfers
- Charitable donation

RECEIVE THESE BENEFITS WHEN BOOKING:
- Group nights
  - 25 One Special Benefit
  - 40 Two Special Benefits
  - 59 Three Special Benefits
  - 70 Four Special Benefits
  - 85 Five Special Benefits
- All inclusive group rates starting from $79 USD per person double occupancy, per night!

SPECIAL SERVICES & AMENITIES
Aquatic center featuring pool and spa, sauna, tennis court, basketball court, and gym.

NEW RENOVATIONS & EXPANSIONS
Multi million dollar renovation was completed January 2013 which included all guest rooms, meeting space and public areas.

SPA
Massage rooms are available at our extensive fitness facility.

TECHNOLOGY & HIGH-TECH
Our venues have been refreshed with updated technology, including new lighting, projection screens, sounds systems, video conference capabilities and wireless Internet access.

TOTAL GUEST ROOMS: 293 - TOTAL SUITES: 6 - NO. MEETING ROOMS: 20 - SQ. FT. INDOOR MEETING SPACE: 20,000
LARGEST BALLROOM: 5000 - MAX. THEATER CAP.: 130 - MAX. BANQUET CAP.: 360 - MAX. CLASSROOM CAP.: 300
## Hotel Suites in the Inland Empire

**Ranked by Total Number of Suites**

<table>
<thead>
<tr>
<th>Hotel Name</th>
<th>Number of Suites</th>
<th>Rate Range</th>
<th>Year Built</th>
<th>Owner Headquarters</th>
<th>Number of Employees</th>
<th>Amenities</th>
<th>Top Local Executive Title</th>
<th>Phone/Fax</th>
<th>E-Mail Address</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Hyatt Grand Champions Resort</strong>&lt;br&gt;1. 44-600 Indian Wells Lane&lt;br&gt;Indian Wells, CA 92210</td>
<td>580</td>
<td>$200-800</td>
<td>1986</td>
<td>Grand Champions LLC&lt;br&gt;Greely, CO</td>
<td>400</td>
<td>B,C,F,FP,GS,H,L,N,P,R,T,W</td>
<td>Allen Farrell&lt;br&gt;General Manager</td>
<td>(760) 341-1000/674-4382</td>
<td><a href="mailto:afarrell@hyatt.com">afarrell@hyatt.com</a></td>
</tr>
<tr>
<td><strong>Sheraton Hotel Fairplex</strong>&lt;br&gt;2. 601 W. McKinley&lt;br&gt;Pomona, CA 91768</td>
<td>247</td>
<td>$129-229</td>
<td>1992</td>
<td>L.A. County Fair Assoc.&lt;br&gt;Pomona, CA</td>
<td>200</td>
<td>B,FP,C,D,CO,G,&lt;br&gt;CR,LR,F,L,CH,W,X,P</td>
<td>John Gilbert&lt;br&gt;General Manager</td>
<td>(909) 622-2200/622-1028</td>
<td><a href="mailto:john.gilbert@sheraton.com">john.gilbert@sheraton.com</a></td>
</tr>
<tr>
<td><strong>The Residence Inn by Marriott</strong>&lt;br&gt;3. 2025 Convention Center Way&lt;br&gt;Palm Desert, CA 92260</td>
<td>200</td>
<td>$99-299</td>
<td>2007</td>
<td>Island Hospitality&lt;br&gt;Palm Beach, FL</td>
<td>56</td>
<td>CB,CHLX,F,&lt;br&gt;FPN,P,CR,H,W</td>
<td>Cindy Vuhrer&lt;br&gt;General Manager</td>
<td>(909) 376-6748/957-2462</td>
<td><a href="mailto:cindyvuhrer@gmail.com">cindyvuhrer@gmail.com</a></td>
</tr>
<tr>
<td><strong>Embassy Suites Palm Desert</strong>&lt;br&gt;4. 74-700 Highway 111&lt;br&gt;Palm Desert, CA 92260</td>
<td>198</td>
<td>$99-269</td>
<td>2008</td>
<td>Shamrock Hotelmark&lt;br&gt;Shamrock, IL</td>
<td>100</td>
<td>H,CR,L,CR,H,&lt;br&gt;FPF,B,FPN,GS,K</td>
<td>Trusty Poul&lt;br&gt;General Manager</td>
<td>(760) 340-6600/540-9519</td>
<td><a href="mailto:tpoul@bilton.com">tpoul@bilton.com</a></td>
</tr>
<tr>
<td><strong>Ayres Hotel &amp; Suites</strong>&lt;br&gt;6. 1945 E. Holt Blvd&lt;br&gt;Ontario, CA 91761</td>
<td>167</td>
<td>$90-179</td>
<td>1994</td>
<td>Ayres Hotel Group&lt;br&gt;Costa Mesa, CA</td>
<td>50</td>
<td>B,CR,RX,C,B,F,&lt;br&gt;Evr. Social Hr., In-Room Refer., Microwave, RN,FPC,PRI</td>
<td>Amy Delguido&lt;br&gt;General Manager</td>
<td>(909) 390-7774/937-9718</td>
<td><a href="http://www.ayreshotels.com">www.ayreshotels.com</a></td>
</tr>
<tr>
<td><strong>Country Suites by Ayres</strong>&lt;br&gt;7. 1060 Frontage Rd.&lt;br&gt;Corona, CA 92881</td>
<td>164</td>
<td>$69-89</td>
<td>1998</td>
<td>Ayres Hotel Group&lt;br&gt;Costa Mesa, CA</td>
<td>28</td>
<td>P,N,PCH,L,CH,W,F,&lt;br&gt;Cardio Fitness Room, Comp. Full Breakfast/Eve. Refreshments, In-Room Refer., Microwave</td>
<td>Jim Keeby&lt;br&gt;General Manager</td>
<td>(951) 738-5780/738-6182</td>
<td><a href="mailto:jkeeby@ayreshotels.com">jkeeby@ayreshotels.com</a></td>
</tr>
<tr>
<td><strong>Best Western Inn Suites</strong>&lt;br&gt;9. 3400 Shelby St.&lt;br&gt;Ontario, CA 91764</td>
<td>150</td>
<td>$89-169</td>
<td>1990</td>
<td>Im Suites International&lt;br&gt;Pheonix, AZ</td>
<td>67</td>
<td>CB,CR,CH,C,&lt;br&gt;FPF,GS,H,L,R,X</td>
<td>Peter Nichols&lt;br&gt;General Manager</td>
<td>(909) 486-9800/941-1445</td>
<td><a href="mailto:pmnichols@bestwestern.com">pmnichols@bestwestern.com</a></td>
</tr>
<tr>
<td><strong>Ayres Suites at the Mills Mall</strong>&lt;br&gt;10. 4570 Mills Circle&lt;br&gt;Ontario, CA 91761</td>
<td>138</td>
<td>$109-179</td>
<td>1998</td>
<td>Ayres Hotel Group&lt;br&gt;Costa Mesa, CA</td>
<td>50</td>
<td>B,CR,RX,Comp. Breakfast/Evr. Social Hr., In-Room Refer., Microwave</td>
<td>Carlos Monteban&lt;br&gt;General Manager</td>
<td>(909) 481-0700/481-2601</td>
<td><a href="mailto:cmonteban@ayreshotels.com">cmonteban@ayreshotels.com</a></td>
</tr>
<tr>
<td><strong>Towne Place Suites</strong>&lt;br&gt;12. 9625 Millikan Ave.&lt;br&gt;Rancho Cucamonga, CA 91730</td>
<td>112</td>
<td>$89-139</td>
<td>2005</td>
<td>Campbell Lodging&lt;br&gt;Brea, CA</td>
<td>8</td>
<td>B, K, CB, CR, F, FP, GS, H, I, L, N, P, S, W</td>
<td>Shannon Libbie&lt;br&gt;General Manager</td>
<td>(909) 466-1100/466-1101</td>
<td><a href="mailto:cmrpm047@comcast.net">cmrpm047@comcast.net</a></td>
</tr>
<tr>
<td><strong>Country Side Suites (by Ayres)</strong>&lt;br&gt;13. 204 N. Vineyard Ave.&lt;br&gt;Ontario, CA 91761</td>
<td>107</td>
<td>$69-205</td>
<td>1991</td>
<td>Ayres Hotel Group&lt;br&gt;Costa Mesa, CA</td>
<td>30</td>
<td>FPN,P,CR,H,CHX</td>
<td>Dwan Lewis&lt;br&gt;General Manager</td>
<td>(909) 937-9700/977-2070</td>
<td><a href="mailto:dlucose@ayreshotels.com">dlucose@ayreshotels.com</a></td>
</tr>
<tr>
<td><strong>Ayres Inn</strong>&lt;br&gt;14. 2260 Griffin Way&lt;br&gt;Corona, CA 92879</td>
<td>101</td>
<td>$79-99</td>
<td>1999</td>
<td>Ayres Hotel Group&lt;br&gt;Costa Mesa, CA</td>
<td>25</td>
<td>Full Buffet Breakfast, Evening Refreshments, Compl. Guest Laundry, Exercise Room</td>
<td>Scott Smith&lt;br&gt;General Manager</td>
<td>(951) 734-2140/734-4016</td>
<td><a href="mailto:somo@ayreshotels.com">somo@ayreshotels.com</a></td>
</tr>
</tbody>
</table>
Real Estate...

continued from pg. 35

Foothill Marketplace, a 62.8k-square-foot property located in Rancho Cucamonga, was purchased by a private investor for $4.25 million, or $68/sf. Built in 1985, Foothill Marketplace is located at 12899 Foothill Boulevard.

Foothill Marketplace has many strong anchors, including Walmart, Living Spaces, Food 4 Less and In-N-Out. It’s located on a main thoroughfare of Rancho Cucamonga, on Foothill Boulevard; it has many draws to customers including its access to the 15 Freeway and other shopping centers such as Terra Vista, Victoria Gardens and the University of La Verne to the west.

Rebecca Caldwell of Marcus & Millichap’s Long Beach office represented the seller, a limited liability company. The buyer, a limited liability company, was secured and represented by Joe Linkogle, a vice president investments, and Adam Friedlander, a senior associate in Marcus & Millichap’s Long Beach office. This property was subject to a long-term ground lease. The fee simple interest in the land was purchased in this transaction.

PALM COMMUNITIES CREATES A LEGACY IN THOUSAND PALMS

Legacy, a new, 80-unit affordable housing community in the Riverside County city of Thousand Palms, just celebrated its grand opening. The project was developed by Palm Communities using $13.3 million in low income housing tax credit (LIHTC) equity provided by WNC & Associates Inc.

The project will serve larger families with incomes between 30 percent and 60 percent of Riverside County’s median income. The project includes 15 units of supportive housing financed in part by California’s Mental Health Services Act and the Riverside County Department of Mental Health’s Homeless/Housing Opportunities Partnership and Education Program.

Located at 72490 El Centro Way, the property comprises single and two-story buildings offering one-, two- and three-bedroom floor plans with patios or balconies for residents. Property amenities include gated entry and security cameras, as well as a community center with a kitchen, fitness center, computer lab, multi-purpose room and classroom for afterschool programs. Legacy also provides residents with a swimming pool, playground, walking circuit, picnic areas and covered parking.

“Legacy of Thousand Palms is a beautiful property that provides 80 local residents and their families a quality living environment,” said Will Cooper Jr., president and chief executive officer of WNC. “This community represents our company’s second partnership with Palm Communities in which we provided low income housing tax credit equity, and we couldn’t be happier with their results.”

REGENTS OF UNIVERSITY OF CALIFORNIA PURCHASE 150K-SQUARE-FOOT RIVERSIDE OFFICE BUILDING

The Regents of the University of California have purchased Intellicenter Riverside, a 150k-square-foot office building in Riverside, for $17.4 million ($116/sf). The three-story structure is located at 14350 Meridian Parkway, along I-215.

Constructed in 2008, the building is LEED Gold-certified. According to University of California officials, the office building will be used to consolidate UC’s payroll and human resources operations. At this time, UC only has plans to occupy the third floor.

Senior VPs Richard Erickson, David Mudge and Thomas Pierik of Lee & Associates Riverside represented the seller, KDC Real Estate Development and Investments. “The Intellicenter sale was a perfect paring of a forward thinking institution, University of California, and the highly efficient and environmentally friendly building,” said Erickson.

LAW FIRM PICKS UP 37K-SQUARE-FEET REDLANDS OFFICE PROPERTY

Sterling Centre, a 37.1k-square-foot multi-tenant office property in Redlands, sold for $3.3 million, or $89/sf. The property is comprised of two freestanding, two-story buildings at 1175-1177 Idaho Street, west of Alabama Street and just north of the 10 Freeway.

The center boasts a strong tenant mix with long-term leases, and is near to a number of restaurants and retail outlets. Located near Citrus Plaza, an open-air shopping center which includes Barnes & Noble, Bed Bath & Beyond, BevMo!, Jamba Juice, Kohl’s, Petco, Starbucks and Target, the property also offers near access to the I-10 Freeway with the I-210 Freeway minutes away.

The buyer, Lynn Chao of the Law Office of Lynn Chao, was represented by Shari Varnoos of RE/MAX Commercial. Donald P. Brown, Matthew Sullivan and Rich Erickson of Lee & Associates repped the seller, Pacific Western Bank. According to Sullivan, the transaction closed at a 7 percent cap rate on 70 percent occupancy.

NORDSTROM RACK AND WHOLE FOODS ARE NEW ANCHOR TENANTS AT PALM DESERT RETAIL CENTER

Nordstrom Rack and Whole Foods Market Inc are the latest national retailers to ink leases at One Eleven Town Center in Palm Desert. The two popular retailers will serve as the co-anchors of the center, owned by Harsch Investment Corporation.

Nordstrom Rack, the off-price division of Nordstrom Inc, signed a lease for 33.4k square feet. This will be the first Palm Desert location for Nordstrom Rack, which now has over 100 stores across the U.S.

Whole Foods Market signed a lease for 30k square feet for its new supermarket, also its first in Palm Desert. The Austin-based natural foods supermarket is scheduled to open at the center in summer 2013. Whole Foods is the world’s leader in natural and organic foods, with more than 310 stores in North America and the United Kingdom.

Harsch will be constructing two new, side-by-side box spaces in the front portion of the center that will house Nordstrom Rack and Whole Foods. Harsch will be tearing down the old Best Buy and Banner Mattress buildings to make way for the new tenants. Also as part of its major renovation plans, Harsch will be adding a brand new left turn lane off Highway 111 to enter the project, improving convenient access.

Located at Hwy 111 at Town Center Way, One Eleven Town Center shopping center is a regionally located power center positioned across the street from Westfield Shoppingtown Palm Desert. Other current key tenants include World Gym, Town Center Café, Palmie Fine French Cuisine, Time Warner Cable, The Bagel Bistro, The UPS Store, and other professional services and shops.

One Eleven is positioned in the #1 retail hub intersection in Palm Desert with over 2m square feet of retail. The site also ranks as the highest traffic intersection in Palm Desert.

Sharon Carmichael with Terranomics Retail Services represented Harsch in the transactions. Carmichael, whose primary focus has been retail real estate in Northern California for over 20 years, had opened a new region for Terranomics in Southern California in the Palm Springs trade area (Riverside County) to expand her area of focus, specializing in leasing and tenant representation for that market area as well.
What Lies...

continued from pg. 5

than the current property owner.”

The scary thing is that this isn’t the first time the IE community had to grapple with the ugly face of perchlorate. Rialto groundwater, according to a recent Press-Enterprise story, continues to be haunted by perchlorate contamination from the ‘80s and ‘90s—and residents say their health has been severely and adversely affected. Contamination from a former Lockheed site in Mentone contaminated water supplies in Redlands, Loma Linda and Riverside.

Just a few miles away from Barstow lies the town of Hinkley, which is still dealing with the type of contamination and health issues made famous in the movie “Erin Brockovich.”

For now, the EPA assures Barstow that all is well and the contamination is gone.

Thrivent...

continued from pg. 7

18100 Ontario, CA 91802, phone: 909-945-4996, website: www.thrivent.com/plg/inlandempire, CA Insurance ID #0D96803

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Thrivent...

continued from pg. 7

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District. The supervisor will announce his field team after the first of the year.

Information regarding these employment contracts can be found on the Dec. 18th Board Meeting Agenda in the Consent Calendar section, under line item 5:

5) Approve employment contracts between the County of San Bernardino and the following individuals to provide support services to the Third District Supervisor in the following estimated amounts:
   a. Molly Wiltshire, Communications Assistant, estimated annual cost of $77,691 (Salary - $45,915, Benefits - $31,776).
   b. Otoniel Tony Mejia, Board of Supervisors Administrative Analyst, estimated annual cost of $111,518 (Salary - $71,201, Benefits - $40,317).
   c. Christopher Carrillo, Deputy Chief of Staff, estimated annual cost of $161,361 (Salary - $91,016, Benefits - $70,345).

(Presenter: Supervisor James Ramos, Third District, 387-4855)

www.cob-sirepub.sbcounty.gov/sirepub/
INLAND EMPIRE RETAIL ASSET TRADES FOR NEAR $10 MILLION
An Orange County-based investment partnership has purchased a 51.6k square foot portion of Washington Square, a 136.3k-square-foot retail center located in Bermuda Dunes, a desert city situated 23 miles east of Palm Springs in the Coachella Valley region of Riverside County. The asset was sold for $9.55 million, or $185/sf. The sold portion of Washington Square, located at 42-100, 42-200 and 42-400 Washington Street, was 97 percent occupied at the close of escrow and includes a 30k-square-foot HomeGoods store, as well as other neighborhood retailers. Tenants within Washington Square that were not a part of the transaction include: Ralph’s, Walgreens, Chase Bank, Big O Tires, Jack in the Box and Wienschnitzel and others.

Built in 2001, Washington Square is adjacent to Bermuda Dunes Country Club at the intersection of two major regional thoroughfares, Washington Street and 42nd Avenue, and is about one-mile south of I-10. There are a total of 133,000 consumers within a five-mile radius of the property as well as those travelling by the property between Interstate 10 and the Indian Wells and La Quinta area.

Dennis Vaccaro, senior managing director, with Faris Lee represented the seller, Washington Square S.C. LLC from Newport Beach. Vaccaro and Matt Mousavi, managing director with Faris Lee, represented the buyer, 42 Washington Square LP. The closing cap rate was approximately 7 percent.

DRAFTSMEN & CRAFTSMEN
Construction is complete on the new, $10 million social sciences and humanities complex at Mt. San Jacinto College’s Menifee Campus in Menifee. Built by C.W. Driver, the 33.9k-square-foot facility, comprised of three, two-story buildings, welcomed students and the complex also includes a 56-seat humanities theatre, a political science assembly room and a large lecture hall with tiered seating. Additionally, a complete security system with cameras and modifications to the fire alarm systems were completed.

To encourage student participation and alternative learning styles, the buildings provide a variety of learning spaces in conjunction with standard classrooms, such as wet labs for hands-on applications, language labs with smaller interior rooms for group conversations, and a communications studies center where students can observe social interactions or participate in role-playing. Also featured are four Eno boards, which save lecture notes in electronic form to be posted on the college’s website, further enhancing the learning experience while showcasing advanced educational technologies.

“We are thrilled to provide the Menifee Valley Campus with a new, state-of-the-art humanities and social sciences facility that our students and faculty will enjoy for years to come,” said Mike Webster, facilities planning manager for the Mt. San Jacinto College District, who noted that the last new building to open on the campus was the Business and Technology Center in spring 2008.

The new complex joins a number of completed higher education projects C.W. Driver has built, which include the 75k-square-foot health sciences and district office building for Saddleback College in Mission Viejo; the 70k-square-foot Segerstrom Science Building located at the west campus entrance of Azusa Pacific University in Los Angeles; and the 102k-square-foot Business and Technology Center in spring 2008.

REAL ESTATE NOTES

EXECUTIVE NOTES

Mark Dodge Appointed President and CEO of Desert Resort Management
Desert Resort Management, an Associa company, announces Mark Dodge as president and CEO.

“Mark’s appointment as president and CEO is a great benefit for DRM’s homeowners and communities,” said Associa Senior Vice President Matthew Steele. “He has a vast amount of success as well as leadership experience, and he has already proven to go above and beyond to provide unsurpassed management to DRM’s associations.”

In this position, Dodge is responsible for developer, client and maintenance services; marketing and new business development; and oversight of corporate programs and training.

Dodge previously led DRM’s finance and accounting team as chief financial officer. Previously, he worked at three technology-based startups and spent time in various positions within the construction, event management and automotive industries. He attended the University of Vermont, where he earned a bachelor’s degree in operations management. He then earned his master of business administration from Claremont Graduate University with a concentration in executive leadership and general management.

Desert Resort Management provides community association management and developer services to the Coachella Valley including Palm Springs, Rancho Mirage, Palm Desert, Indio and La Quinta. Since 1979, its sole focus has been to deliver performance that enriches communities and enhances the lives of the people it serves.

Ramos Adds Three Key Staff Members to Team
Since taking the oath of office on Dec. 3rd, Third District Supervisor James Ramos has wasted no time in putting together a team of staff members who can best serve his diverse district which encompasses the Morongo Basin, Big Bear, Barstow, and parts of the Inland Empire. Today, the Board of Supervisors has approved Deputy Chief of Staff Chris Carrillo, Legislative Analyst Tony Mejia, and Communications Director Molly Wiltshire as the latest members to join the Ramos staff.

Deputy Chief of Staff Chris Carrillo will handle the supervisor’s policy operations including transportation, social services, and land use issues. Chris has served as senior field representative for U.S. Senator Diane Feinstein since 2006, during which time he provided crucial leadership on federal issues in San Bernardino, Riverside, and Orange County. Carrillo has experience with issues concerning public lands, solar and wind energy development, and off highway vehicle recreation. He has a history of successful collaboration with elected officials and community members in identifying and resolving issues.

- Legislative Analyst Tony Mejia will provide the supervisor with a thorough understanding of proposed legislative and budgetary issues brought before the Board of Supervisors. Tony will be responsible for the research and analysis of policies and proposals affecting the Third District and San Bernardino County as a whole. In the past nine years, Mejia has worked for the San Manuel Band of Mission Indians in the capacities of intergovernmental affairs representative and risk management specialist.

- Communications Director Molly Wiltshire will provide updates to stakeholders through various means of communication.

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Memorable Presentations Require You To T.H.I.N.K.

By Kevin E. O’Connor, CSP

Too many presenters say things like:

• “I know you can’t read this but…”
• “This is pretty dull stuff so I’ll try to get through it quickly.”
• “You may be bored by my presentation today but it is really important.”
• “Let me tell you a funny joke.”
• “I know you are out there; I can hear you breathing!”
• “I just love my blue laser pointer!”

These (and more) are indicators of two things: the presenter is a rank amateur, and the audience has once again been noble enough not to string them up by their thumbs!

In reality, these presenters are not amateurs in their field. They are accomplished professionals who know their stuff but not how to convey it. The audience is eager, open and wants this presentation to succeed. Our corporate culture, however, has intimidated audiences into being polite Labrador Retrievers—even loyal, even-keeled and placid. Presenting technical, complicated material need not be a chore when you T.H.I.N.K.!

TRANSFORM HOW YOU THINK ABOUT YOUR ROLE

Your first job is to be a memory-maker, so don’t be the supplier of solely facts and data. You are there to present and inform, but more importantly, you are there to create a learning environment. A community of learners is there to unite around your message and make something of it. The last time you went to a comedy club, despite having a great time, you likely had trouble retelling the stories and jokes the next day for those who were not there. That is because you had a community formed around not only the presentation and digestion of material, but you were there to be entertained. That the last meeting you attended left you unable to explain what you learned does not mean you had a positive community experience!

Presentations should focus on digesting content into directly-applicable skills going forward. Because there is no subject that cannot be presented without interest and enthusiasm, you can transform your mindset from that of a lecturer to that more like a preacher, counselor and facilitator.

HUNT FOR THE ESSENCE OF YOUR CONTENT

When you simplify, you stand a greater chance of being an educator supreme. While coaching a sales rep from a Fortune 500 company, a consultant was told the rep feared “dumbing things down” for his audience would reduce his credibility. The consultant encouraged the rep to speak with elegant simplicity, as that would engage customers in thinking of the meeting as a conversation, allowing this sales rep to directly respond to the client’s most pressing questions. Imagine the difference that this rep saw when he began the conversation by sharing four quotes from consumers who had used their product, explaining the results they had experienced. Outcomes, after all, are the essence of why anyone tries new products.

INVESTIGATE THE EXPERTISE PRESENT AMONG YOUR AUDIENCE

Facilitation does not mean “boring group work,” for—when done effectively—it permits the attendees to meet and learn from one another. When you’re given a timeframe in which to present, perhaps one hour, plan to speak for only a third to half of the time. This allows for true interaction.

NET RESULTS MAKE YOU VALUABLE

Pragmatism must be a goal, so think about what the audience will do with the material. Always ask yourself this question, “What do I want them to think, feel, and do as a result of this presentation?” It may help you to send an advance e-mail to all the participants at your next meeting, asking the group about their work, how they are struggling now, and what they hope to learn during your time with them.

This will give you a clear sense of direction that meets the audience where they are psychologically, and where they want to be professionally. Even if your next presentation is to your own team (a group that you may believe that you understand well), send the e-mail. Net results are what your boss and clients care about, because they demonstrate the value of attendance.

KNOW THE STORIES AND EXAMPLES THAT MAKE YOUR PRESENTATION MEMORABLE

Watch the presenters at your next meeting just minutes before they start. Too many of them are likely fiddling with their slides. There comes a time, however, where professional presenters stow away their slides and commit pen to paper, noting what stories and examples they will use to accompany each visual. This nuanced change in focus will have a dramatic change on how the audience perceives the speaker. When you personify the content with real-life stories, your audience sees you as a peer—not as a lecturer. While PowerPoint can be a great tool for visually representing data, some speakers rely too heavily on it. To force yourself to re-focus your attention on your message and away from your slides, use a flip chart for your next presentation. As you draw and write, you will focus on what the audience needs to know. Remember, some of the most intimate connections with the audience can be made with no visual aid. Your audience will remember the stories; they’ll forget about the slides.

THINK ABOUT THE FEEDBACK

To evaluate your progress toward becoming a masterful facilitator, just go to the restroom after your presentation. That’s where people will be discussing what intrigued them, whether they were bored, and whom they met during their time with you.

Beware: you may only hear positive feedback from those who don’t want to hurt your feelings, but note the different reasons your participants enjoyed your presentation. “Great talk!” and “I didn’t before understand how to give a good technical presentation that focuses on stories over data” are worlds apart!

When your technical presentation is compelling, you will literally have no competition.

For more information, please visit www.kevinoc.com.
## Top Colleges and Universities in the Inland Empire

### Ranked by 2013 Enrollment

| Institution Address | City, State, Zip | Students: Total Enrollment | Faculty: Full-Time | Part-Time | Type of Institution | Year Founded | Tuition & Fees: Calif. Resident | Non-Resident | On Campus: Room & Board | Avg. Yearly Cost | Top Local Exec. | Title | Phone/Fax | E-Mail Address |
|---------------------|------------------|---------------------------|-------------------|-----------|--------------------|--------------|---------------------------------|-------------|-----------------|-----------------|---------------|-------|----------|-------------|----------------|
| Harvey Mudd College | 301 E. 12th St. | 735 | 9:1 | 10 | Private | 1855 | $36,615 | $11,971 | Maria Kleven | President | (909) 621-8000/807-4005 | maria@hmc.edu |
| Brandman University (Victor Valley Campus) | 12421 Hesperia Rd. Ste. C-6 | 630 | 12:1 | 3 | Private (non-profit) | 1861 | $345 per Unit (undergrad.) | $415 per Unit (grad.) | N/A | N/A | Suzanne Eisenhart | Director | (760) 935-7585/935-7444 | eisennath@brandman.edu |
| Western State Univ. College of Law | 1111 N. State College Blvd. Fullerton, CA 92832 | 490 | 101 | 22 | ABA Provisionally Approved Private Institution, 1966 | | $35,900 Full Time/ Summer Session $375/Unit (Non-Resident Same) | $10,400 (Per Semester) | Bill Adams | Dean | (714) 451-1000/441-2783 | adames@wsulaw.edu |
| Chapman Univ. (Chapullia Valley Campus) | 42-600 Cook St., Ste. 134 Palm Desert, CA 92211 | 350 | 15:1 | 13 | Private | 1861 | $345 per unit (undergrad.) | $415 grad. | N/A | N/A | Cynthia Flores | Director | (760) 341-8000/341-4628 | |

### Community Colleges in the Inland Empire

### Ranked by Enrollment

<table>
<thead>
<tr>
<th>Institution Address</th>
<th>City, State, Zip</th>
<th>Students: Total Enrollment</th>
<th>Faculty: Full-Time</th>
<th>Part-Time</th>
<th>Type of Institution</th>
<th>Year Founded</th>
<th>Tuition &amp; Fees: Calif. Resident</th>
<th>Non-Resident</th>
<th>Top Local Exec.</th>
<th>Title</th>
<th>Phone/Fax</th>
<th>E-Mail Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mt. San Antonio Comm. College</td>
<td>1100 N. Grand Ave. Walnut, CA 91789</td>
<td>40,000</td>
<td>1:30</td>
<td>395</td>
<td>Comm. College</td>
<td>1946</td>
<td>$20 per Unit</td>
<td>$201 per Unit</td>
<td>Dr. William &quot;Bill&quot; Scroggins</td>
<td>President</td>
<td>(909) 596-2500</td>
<td><a href="http://www.mtsac.edu">www.mtsac.edu</a></td>
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<tr>
<td>Riverside City College</td>
<td>4001 Magnolia Ave. Riverside, CA 92507</td>
<td>35,745</td>
<td>1:24</td>
<td>245</td>
<td>Public</td>
<td>1916</td>
<td>$20 per Unit</td>
<td>$205 per Unit</td>
<td>Dr. Cynthia Aroz</td>
<td>President</td>
<td>(916) 222-2301</td>
<td><a href="http://www.rc.edu">www.rc.edu</a></td>
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<tr>
<td>Chaffey College</td>
<td>5885 Haven Ave. Chino, CA 91710</td>
<td>18,990</td>
<td>1:2</td>
<td>240</td>
<td>Comm. College</td>
<td>1918</td>
<td>$20 per Unit</td>
<td>$205 per Unit</td>
<td>Henry D. Shannon, Ph.D.</td>
<td>President</td>
<td>(909) 877-4200</td>
<td><a href="http://www.chaffey.edu">www.chaffey.edu</a></td>
</tr>
<tr>
<td>Victor Valley College</td>
<td>18422 Bear Valley Rd. Victorville, CA 92392</td>
<td>14,000</td>
<td>1:22</td>
<td>132</td>
<td>Comm. College</td>
<td>1963</td>
<td>$20 per Unit</td>
<td>$205 per Unit</td>
<td>Dr. Christopher O’Leary</td>
<td>President</td>
<td>(760) 245-4727/245-0910</td>
<td><a href="http://www.vvc.edu">www.vvc.edu</a></td>
</tr>
<tr>
<td>San Bernardino Valley College</td>
<td>701 S. Mt. Vernon Ave. San Bernardino, CA 92405</td>
<td>12,090</td>
<td>1:20</td>
<td>150</td>
<td>Comm. College</td>
<td>1926</td>
<td>$21 per Unit</td>
<td>$210 per Unit</td>
<td>Dr. Glen Kuck</td>
<td>President</td>
<td>(909) 888-6519</td>
<td><a href="http://www.sbcv.edu">www.sbcv.edu</a></td>
</tr>
<tr>
<td>Mt. San Jacinto College</td>
<td>1400 North State St. San Jacinto, CA 92583-2399</td>
<td>12,800</td>
<td>1:28</td>
<td>96</td>
<td>Comm. College</td>
<td>1963</td>
<td>$20 per Unit</td>
<td>$201 per Unit</td>
<td>Roger Schultz</td>
<td>President</td>
<td>(951) 487-8752/654-6236</td>
<td><a href="http://www.msjc.edu">www.msjc.edu</a></td>
</tr>
<tr>
<td>Crafton Hills College</td>
<td>17111 Sand Canyon Road Yucaipa, CA 92399</td>
<td>5,800</td>
<td>N/A</td>
<td>76</td>
<td>Comm. College</td>
<td>1972</td>
<td>$20 per Unit</td>
<td>$206 per Unit</td>
<td>Cheryl A. Marshall, Ed.D.</td>
<td>President</td>
<td>(909) 794-2161/794-0432</td>
<td><a href="http://www.craftonhills.edu">www.craftonhills.edu</a></td>
</tr>
<tr>
<td>Palos Verdes College</td>
<td>One College Dr. Biola, CA 90243</td>
<td>4,300</td>
<td>N/A</td>
<td>42</td>
<td>Public</td>
<td>1947</td>
<td>$20 per Unit</td>
<td>$201 per Unit</td>
<td>James W. Hottois</td>
<td>President</td>
<td>(310) 328-5050</td>
<td><a href="http://www.palosverdes.edu">www.palosverdes.edu</a></td>
</tr>
<tr>
<td>Barstow Community College</td>
<td>2700 Barstow Rd. Barstow, CA 92311</td>
<td>4,100</td>
<td>1:20</td>
<td>41</td>
<td>Comm. College</td>
<td>1958</td>
<td>$20 per Unit</td>
<td>$204 per Unit</td>
<td>Thum M. Armstrong, Ph.D.</td>
<td>President</td>
<td>(760) 252-2412/252-1875</td>
<td><a href="http://www.barstow.edu">www.barstow.edu</a></td>
</tr>
<tr>
<td>Community Christian College</td>
<td>251 Tennessee St. Ridgecrest, CA 93555</td>
<td>100</td>
<td>1:8</td>
<td>1</td>
<td>Private Community</td>
<td>1993</td>
<td>$215 per unit</td>
<td>N/A</td>
<td>Troy Vogtsev, MA</td>
<td>President</td>
<td>(909) 335-4863/335-9013</td>
<td><a href="mailto:tvogtsev@cccollege.edu">tvogtsev@cccollege.edu</a></td>
</tr>
</tbody>
</table>

### Notes
- N/A = Not Applicable
- WND = Would not Disclose
- N = Not available
- The information in the above list was obtained from the companies listed. To the best of our knowledge the information supplied is accurate as of press time. While every effort is made to ensure the accuracy and thoroughness of the list, omissions and typographical errors sometimes occur. Please send corrections or additions on company letterhead to: The Inland Empire Business Journal, P.O. Box 20179, Rancho Cucamonga, CA 91729-1079. Copyright 2013 by IEBJ.
Legislative...

continued from pg. 7

hopeful they will allow us to rise to the occasion—as there is much work to be done.

First, last year’s legislature passed a “fee” without bipartisan consent. This $150 annual fee, which I believe to be unconstitutional, assesses a charge to all rural property owners for “fire prevention.” Most property owners were not informed of this new assessment that includes a retroactive charge for past fire protection. This hide and seek game begs the question: What exactly have residents been paying public safety taxes for? If we allow the government to assess this unconstitutional tax, we set a precedent for all of our freedoms and liberties to inevitably be at risk.

Next, in the most recent election, the governor championed Proposition 30 as a make or break opportunity for education, and to his credit it passed. So now, will it deliver what it promised? A lot will depend on whether it raises the assumed revenues. Judging from the governor’s past budgets, unfortunately that is not guaranteed. In addition, the common wisdom is that only a small portion of the revenues will go to education but the majority is headed to the general fund to backfill other budgetary concerns. This is not what was promised for the passing of Prop 30.

Lastly, Assemblyman Tom Ammiano recently announced his intentions to dismantle a portion of Proposition 13. This measure was passed by a vote of the people to protect private property ownership. His changes propose an uninhibited tax increase on commercial property. I suspect that a case can be made for our own private homes to come next. The People of California have done everything possible to protect Proposition 13, and the Legislature has relentlessly pursued its demise. This appears to be a divide and conquer strategy to remove all obstacles from Sacramento’s ability to raise taxes as they deem necessary. Now with a supermajority in the state legislature, both the political will and ability are there.

After all, voters entrusted the governor with Proposition 30, making California the highest taxed state in the nation. Still there is talk of raising taxes elsewhere and absolutely no conversation about responsible management of government spending. This same irresponsibility caused the budget deficit to begin with. It stands to reason that dividing portions of Proposition 13 out is part of the larger goal to dismantle it brick by brick.

This goal increases the flexible control of government over its citizens and offers unrestrained power to spend money where it is most politically expedient and tax as a hedge of protection against overspending. A perfect example is the governor’s MULTIBILLION DOLLAR high-speed rail project. A project that only benefits high density urban environments yet construction is set to begin in Modesto and Bakersfield. Over 70% of Californians have said they don’t want it. Yet the governor insists on moving forward anyway? What is the motivation there? It is because of poor financial decisions like this that we find our state budget in deep deficits year after year. I urge you to take a closer look. Our nation’s founders designed constitutional protections against penalizing minority interests such as rural residents but the legislature has blatantly dismissed the constitution and has passed a tax disguised as a fee. What comes next, a tax on home owners with pools or perhaps an ‘urban custodial fee’? It seems when it comes to taxes, nothing is beyond the scope of imagination here in California.

We must focus on our nation’s first principles designed to restrain political power by our government. Government was not meant to be our master and they can only govern by our consent. This works best when government’s power is taken out of the hands of a disconnected capitol and evenly distributed to our local municipalities. We can make better choices and manage our money more efficiently locally. Accountability is real when the people making decisions for the welfare of our community are our neighbors.

I’ll keep you posted…

Laws for 2013...

continued from pg. 3

Religion and Reasonable Accommodation

AB 1964 clarifies that Fair Employment and Housing Act (FEHA) discrimination protections and reasonable accommodation requirements cover religious dress and grooming practices. It also specifies that segregating an individual from other employees or the public is not a reasonable accommodation of religious beliefs or observances.

Penalties for Wage Statement Violations

SB 1255 amends the Labor Code to specifically define an “injury” for purposes of violating the itemized wage statement statute. Employers are required to provide specified information to employees on a wage statement each time wages are paid. An employee who “suffers an injury” as a result of an employer knowingly or intentionally failing to comply with the statute is entitled to recover damages against the employer.

Fixed Salaries and...
Sincere...
continued from pg. 9
hits the market. Is there any difference between Moses and Steve Jobs, both of whom gave us tablets to give direction to our lives?

Export Growth...
continued from pg. 9
successes. These results supported the 9.7 million Americans employed by export-related jobs in 2011, an increase of 1.2 million jobs since 2009.

For more information on exporting, contact the U.S. Commercial Service in Ontario at 909-390-8283 or visit www.export.gov/inlandempire. Businesses can also order the Basic Guide to Exporting available at www.export.gov/basicguide.

Top 10 Tips for...
continued from pg. 14
your future meetings, you’ll gain a reputation for being an effective meeting facilitator. And rather than being viewed as time wasters, your meetings will actually get things done.

For additional information email jkelley@eckelley.com or go to www.eckelley.com.

Cheap...
continued from pg. 17
This is the company’s second attempt to expand into the state, including Riverside. The first try fizzled in 2007 after six months. The company was in its infancy, the economy had started to curdle and “we didn’t have enough traction,” Alvich said.

“We’re now a known brand.”

The company has replaced the 55-passenger coaches of its earlier failed experiment with double-decker buses that seat 81 people.

The company now boasts a fleet of 260 state-of-the-art, green-certified coaches that are equipped with Wi-Fi, power outlets, seat belts, restrooms, heat, air conditioning and wheelchair accessibility. Passengers may bring 50-pound bags for no extra charge. The brand-new double-deckers come from Brussels, cost $700,000 apiece and reduce the carbon footprint by burning low sulphur fuel, Alvich said.

For more information about the service, schedules, arrival and departure times and fare, visit www.megabus.com.

End of China’s...
continued from pg. 32
set the plummeting exports. As a result, the colossal investments in manufacturing, real estate, and infrastructure caused overcapacity, a housing bubble, low-return investments, and climbing non-performing loans.

The Glen...
continued from pg. 40
little lightening streaks against the canyon walls give the feel of time as grand, silent and beautiful as the canyon itself. As that last bit of fire from the sun covers itself with the night, a special unique moment is created that can leave you breathless. To add to the perfection of the evening, the food and service on the cruise is excellent.

For reservations and information for houseboat rentals and dinner cruise call 1-800-888-454-8825

A PLACE TO STAY AND PLAY
Wahweap Lodge and Marina, (operated by Lake Powell Resorts and Marinas), located on the south shore, 6 miles north of Page, Arizona, has come a long way from these prefab houses that were set up for the cast and crew of the “Greatest Story Ever Told.” Comfortable accommodations, some with views of the lake, and all the usual amenities that go with a memorable stay are available. Fine dining, entertainment and an upscale gift shop are also included. Houseboats, (some very elaborate), small boats, (with motors and covers,) rafting trips and regular boat tours are there for your pleasure. Page also has a number of reasonable hotels available.

IF YOU NEED A CAR
In the Arizona and Utah area your best bet is Avis, Enterprise and Arizona Rent-A-Car. They offer great service, competitive rates and new clean, well maintained cars. You can pick up a car at a completed Page Municipal Airport, which is the closest point to the Glen Canyon Dam.

Camille Bounds is the travel editor for Inland Empire Business Journal and Sunrise Publications.

Good Intent...
continued from pg. 17
from conveying information to others, to the ability to gather information from them. Non-threatening questions are good for gathering information like this. Use questions like, “Can you help me understand what you think the impact of this completed project will have on the department?”

5. Trust – This is the foundation of all strong teams and it provides the ability to have those difficult but much needed conversations on direction, motivation and accountability. It creates an environment that allows the free flow of productive and dynamic communications. One of the most important things you can do in building trust is to ensure that your intent and actions line up with the positive impact you want to have on your people.

Leadership is not easy. If it were, everyone would be a great leader. As a leader, it is more about what your team does than it is about you. The majority of your success is going to be based on your ability to interact effectively and positively with others. So, if you are going to lead, you might as well lead with clout and have the ability to influence people to work on the goals and objectives that are key to your business.

To find out more information please visit www.ChuckInman.com.

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Inland Empire Business Journal
January 2013
Western National Realty Advisors has wrapped up the purchase of Parcwood Apartments, a 312-unit apartment community in Corona. The property, located at 1700 Via Pacifica, west of I-15 and south of the 91 Freeway, was sold by Essex Property Trust for $42.2 million, or $135.3k/unit. It was 96% leased at the time of sale.

“Parcwood’s close proximity to Orange County and other employment hubs, which reduces commuting time for residents, will allow it to compete very well as the area’s economic fundamentals continue to improve.”

The acquisition of Parcwood fits well with our business plan to expand our ownership presence in Southern California. We have been aggressively seeking acquisition opportunities in strong sub-markets that have the best outlook for recovery,” notes Jerry LaPointe, vice president of Western National Realty Advisors.

“Parcwood’s close proximity to Orange County and other employment hubs, which reduces commuting time for residents, will allow it to compete very well as the area’s economic fundamentals continue to improve.”

Western National will be upgrading the common area facilities, including the clubhouse, theater, pool area, and gym to refresh the property and keep it current. The complex will be managed by Western National Property Management.

“The acquisition of Parcwood fits well with our business plan to expand our ownership presence in Southern California. We have been aggressively seeking acquisition opportunities in strong sub-markets that have the best outlook for recovery,” notes Jerry LaPointe, vice president of Western National Realty Advisors.

“The acquisition of Parcwood fits well with our business plan to expand our ownership presence in Southern California. We have been aggressively seeking acquisition opportunities in strong sub-markets that have the best outlook for recovery,” notes Jerry LaPointe, vice president of Western National Realty Advisors.

Western National Realty Advisors completes $42 million Inland Empire Multifamily Buy

Rialto Retail Center Sells for over $5 million

JH Snyder Collects $22 Million from Ontario Multifamily Sale
End of China’s...
continued from pg. 15 2008.

Figure 9    China’s Monthly Year-over-Year Nominal Industrial Production Growth Rate

seen from previous figures: the Chinese economy is landing hard, though not at speeds as high as in 2008.

Figure 9 indicates China’s year-over-year nominal industrial production growth rate. It is apparent that current industrial production growth has receded to the level of the financial crisis in 2008.

Source: National Bureau of Statistics of China

The Current State of the Chinese Economy

Over the past several years, China’s breathtaking economic growth has been driven by two fundamental forces: investment and exports. Figure 10 shows that China’s GDP growth has averaged about 10% since 1993. To show where this remarkable growth comes from, Figure 11 presents the contributions of private consumption, investment (private and public), and net exports (exports minus imports) to the real GDP growth rate.

The consumption contribution to GDP is very steady, fluctuating around 3.5% since 1990. And the major contribution/problem clearly arises from investment, which contributed around 4% over the past two decades. Net exports’ contribution tends to be complementary to the investment contribution. When the net exports contribution sank into the negative, i.e. in ’85, ’88, ’93, ’03, and ’09, China’s investment contribution escalated to buttress a high-flying growth path.

However, China’s pro-growth and finely-tuned macroeconomic policy has gotten derailed over the past several years. First, strong net exports caused significant external imbalance: mounting trade surplus and rising foreign reserves, which partly contributed to the global savings glut and the 2008 financial crisis. When the financial crisis erupted, China launched an unprecedented stimulus through bank lending in ’08 and ’09 to off-

continued on page 30
chased The Colony, a 160-unit, Class A apartment community located in Ontario, for $22.1 million ($138k/unit). The property was sold by JH Snyder Company, one of the nation’s leading full-service real estate companies. The Colony, which was developed in 2009, is located within downtown Ontario’s revitalization district, providing immediate access to abundant retail and restaurant amenities. It is currently 93 percent occupied.

Units are well designed with open kitchens, spacious living rooms and courtyards or balconies. The two-bedroom units are double master residences providing both privacy and a shared entertaining suite, black appliances, glazed countertops, vaulted ceilings and balconies. Community amenities include a furnished clubhouse, a business center, and a large newly furnished fitness center. The interior park-like courtyard of the property allows for a tranquil and comfortable experience with access to an oasis style pool and BBQ lounge area.

Managing Director Joe Leon, Vice President Javier Rivera, Executive Vice President Darcy Miramontes and Analyst Zach Rivas of Jones Lang LaSalle brokered the transaction for JH Snyder.

75 - A C R E
APPLE VALLEY DEVELOPMENT SITE SELLS

A 75-acre development site in Apple Valley sold for $2.9 million or just under $1.00/sf. The land, located in Dale Evans Parkway and the I-15, is situated in a highly sought-after area near the proposed Desert Xpress rail station. The property, which features excellent visibility with 2,000 feet continued on page 35

Upland Chamber Gourmet Golf Tournament 2013
Annual Golf Tournament at the prestigious Red Hill Country Club featuring local restaurant/caterer and breweries providing samples out on the course.

Date: 4/1/2013 Time: 9:00 AM to 6:30 PM

Red Hill Country Club
8358 Red Hill Country Club Dr.
Rancho Cucamonga, CA 91730
(909) 204-4465

For Planning 2012 Advertising, Marketing, and Publicity With The Inland Empire Business Journal

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February
- Commercial R.E. Developers
- Residential Real Estate
- Architecture/Land Planning
- Redevelopment

March
- Major/MultiEvent Venues
- Financial Institutions
- Health Care

April
- Meetings & Conventions
- Airports
- New Home Communities
- Malls & Retail Stores

May
- Economic Development (Riverside Cty.)
- Marketing/PR/Media Advertising
- Insurance Companies

June
- Financial Institutions (1st Quarter, ’13)
- Travel and Leisure
- Employment Agencies
- Home Health Agencies
- Economic Development (San Bernardino County)

July
- Manufacturing
- Distribution/ Fulfillment
- Credit Unions
- Event Planning
- High Desert Economic Development

August
- Personal/Professional Development
- Employment/Service Agencies
- Health & Fitness Centers
- Caterers

September
- Mortgage Banking
- SBA/Leasing
- Independent Living Centers

October
- Lawyers/Accountants-Who’s Who
- HMO/PPO Enrollment Guide
- Economic Development (Temecula Valley)
- Financial Institutions (2nd Quarter, ‘13)

November
- Retail Sales
- Industrial Real Estate
- Commercial R.E./Office Parks
- Educational Services Directory

December
- Financial Institutions (3rd Quarter, ’13)
- Top Ten Southern California Resorts
- Temporary Placement Agencies

SUPPLEMENTS
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- Business Banking

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- Environmental Firms
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- Law Firms
- I.E. Based Banks
- Hospitals
- Savings and Loans
- Motorcycle Dealers
- Medical Clinics
- CPA Firms
- Commercial Printers
- Ad Agencies/ Public Relations Firms
- Tenant Improvement Contractors
- Credit Unions
- Largest Companies
- Small Package Delivery Services
- Tenant Improvement Contractors
- Credit Unions
- Largest Banks
- Largest Hotels
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study the lateral and vertical extent of toxic contamination where data gaps now exist. Included among the named toxics are hexavalent chromium, asbestos, various metals, polychlorinated biphenyl, polycyclic aromatic hydrocarbons, dioxins/furans, and an unidentified white powder.

The full title of the soil work plan is “Soil RCRA Facility Investigation/Remedial Investigation Work Plan, PG&E Topock Compressor Station, Needles, California, prepared in September 2012 on behalf of Pacific Gas and Electric Company” by CH2M Hill, a firm located in Oakland, California.

Should the soil work plan be adopted and implemented by the Department of Toxic Substances Control (DTSC), the “further investigation” or project under environmental review would entail the characterization of the nature and extent of contamination identified during previous soil investigations and would not involve actual remediation. Despite the fact that no remediation or removal program has yet been proposed, the DTSC has determined that there may be a significant impact on the environment and has determined that an environmental impact report (EIR) will be necessary to fully evaluate the potential environmental effects of the various activities involved in investigating and characterizing suspect soils.

The project as currently described does not identify cleanup alternatives. The project is intended to provide additional data, which will be used in the preparation of a separate study that is not a part of the current proposed project. The second and separate study has been described as a future “Soil Corrective Measures Study/Feasibility Study (CMS/FS)” which would identify remediation alternatives if necessary. A third planned report, also not a part of the current project nor a remediation project, will “present a combined data set of all soils investigations.” The currently proposed project involves the collection of surface and subsurface soil and sediment samples, and the chemical analysis of those samples for “chemicals of potential concern” (COPCs) based on the historical use of the area and previous soil investigations. In addition, some areas would be investigated using geophysical methods to identify subsurface objects. The proposed soil work plan activities for the project include acquiring permission or permits to access certain restricted areas, creating physical access to certain locations (e.g., grading, boulder or vegetation removal), drilling trenching or excavating to access soil samples, collecting and preserving soil samples, performing certain field analyses and collecting and preserving samples, properly abandoning boreholes and backfilling of trenches and excavations, transporting the samples to the analytical laboratory, analyzing the samples for selected COPCs, evaluating and presenting the data in a written report, managing investigation derived waste, conducting preconstruction biological and archaeological surveys, and identifying potential conflicts with subsurface utilities.

Twenty-eight areas of concern are being evaluated and may have been contaminated due to past practices and/or proximity to the Pacific Gas & Electric’s Topock Compressor Station one-half mile west of the Colorado River, just south of Interstate 40 near the bridge. In addition, there are six areas that may be contaminated because proper protective practices were not in place when solid wastes were managed there. An area called the “potential pipeline disposal area” is proposed to be included in a geophysical survey to identify the presence of historically buried asbestos-containing pipes.

Three oil/water units, the perimeter fencing area of the station and the onsite storm drain system which includes both active and inactive lines and outfalls are also proposed for investigation.

Hexavalent Chromium, also known as Chromium 6, is a highly toxic chemical that was used to combat corrosion in the cooling towers of compressor stations used to pressurize a natural gas line owned by PG&E that ran from the fields where the gas was extracted in west Texas and New Mexico across Arizona and the Colorado River and through California up to San Francisco in the 1950s and 1960s. Pacific Gas & Electric ceased using Chromium 6 as an anticorrosive agent in 1966 and disposed of much of it in unlined trenches near Hinkley, resulting in extensive contamination of the water table in that area and leading to a lawsuit that resulted in a $333 million civil settlement in 1994, what was then the largest such settlement in American history.

The area in which proposed project activities could occur due to suspected unauthorized dumping of solid wastes potentially laced with Chromium 6 covers additional surrounding land owned and managed by a number of private entities and government agencies, including the Havasu National Wildlife Refuge managed by the U.S. Fish and Wildlife Service, lands managed by the Department of Interior, U. S. Bureau of Land Management (BLM), rights of way for the Burlington Northern Santa Fe Railroad and California Department of Transportation, and access over a portion of land owned by the Fort Mojave Indian Tribe. The station, which occupies 66.8 acres of land owned by PG&E is 12 miles southeast of the city of Needles and one mile southwest of the Moah Regional Park in California. The station is one-half mile west of the community of Topock, Arizona, which is situated directly across the Colorado River from the Station and four miles south of Golden Shores, Arizona. Three public scoping meetings were held, two of which were held in Yuma and Golden Shores, both in Arizona. The California scoping hearing was held in Needles. Some members of the public attending the public scoping meeting held at Needles High School Auditorium on Dec. 12 expressed both concern and indignation. Concerns included the potential health effect of airborne toxic dust, contamination of local drinking water supplies while waiting for the studies to be completed, and the impact to the local economy by being stigmatized as a community inhibited by toxic pollution. Others expressed concern that the landfill where hexavalent chromium was disposed of in the early 1990s was not being included in the survey.

Former Needles Councilwoman Ruth Musser Lopez, who still lives in the area, told the Sentinel that two decades ago Pacific Gas & Electric’s disposal of hexavalent chromium at the city landfill located on federal land managed by the BLM, but at that time leased to the county and subleased to the city was an issue that was glossed over by municipal and other officials.

Laws for 2013...

Overtime
AB 2103 amends the Labor Code to state that payment of a fixed salary to a non-exempt employee will be deemed to be payment only for the employee’s regular non-overtime hours, notwithstanding any private agreement or “explicit mutual wage agreement” to the contrary.

Human Trafficking Posting
SB 1193 requires specified businesses to post an 8.5” x 11” notice on or before April 1, 2013, that contains information about organizations that provide services to eliminate slavery and human trafficking. The Department of Justice will develop a model notice that complies with the requirements of SB 1193 and make the model notice available.

Prevailing Wage
Under AB 2677, increased employer payment contribution that results in a lower hourly straight time or overtime wage do not constitute a violation of the applicable prevailing wage determination as long as certain specified conditions are met.
Real Estate...

continued from pg. 33

Donald P. Brown, president of Lee & Associates’ Inland Empire North office, represented the seller, while Mike Harrison, senior vice president of Lee’s Ontario office, repped the buyer. The transaction comes on the heels of the recent Sterling Centre office sale in Redlands, brokered by the Inland Empire North office and two other California Lee offices.

Most recently, the Inland Empire offices of Lee (Inland Empire North, Ontario and Riverside) were collectively ranked No. 2 on the Commercial Real Estate Brokers Serving the Inland Empire list by the Inland Empire Business Journal, completing a total transaction volume of $653.5 million.

MENDOCINO FOREST PRODUCTS LUMBERS INTO 54K-SQUARE-FOOT FONTANA FACILITY

Mendocino Forest Products Co, a leading manufacturer and distributor of environmentally certified lumber products throughout California and the Western U.S., recently purchased a 53.8k-square-foot industrial property in the Inland Empire city of Fontana for $3.2 million, or $59/sf. The property is located at 13041 Union Avenue, north of the 60 Freeway and east of I-15.

Built in 1979, the building is situated on 5.59 acres of land. The rail-served property contains three ground levels and is located in the Greater Ontario Airport Region near Etiwanda Avenue and Marlay Avenue. The dock loading for the building is done by an external dock loading pad that services trucks and rail cars. Some major nearby tenants include Technicolor Cinema Distribution, Hyundai Motor America, NAPA Distribution Center, Kuehne & Nagel, Coca Cola, 3M and GE Lighting.

Jeff Smith and John Seoane of Lee and Associates’ Ontario office represented both the buyer and the seller. The Richard S. Anfinson and Patricia J. Anfinson Living Trust, in the deal. Seoane pointed out that the property has some unique features, such as heavy power, extra land, external dock loading pad and rail service, which appealed to manufacturing users in the market.

MILE TRANSPORT GOES THE DISTANCE IN RIVERSIDE BUY

Mile Transport Inc purchased a 39.9k-square-foot industrial property situated within a 430k-square-foot industrial park in the city of Riverside for $3.25 million ($81/sf). The property is located at 1075 Mount Vernon Avenue, south of Palmryta Avenue and east of I-215.

Walt Chenoweth, Frank Geraci, Juan Gutierrez, and Patrick Wood of Vei Real Estate Services represented Cornerstone Real Estate Advisers, which acted as advisor to the seller. The buyer, Dmitry Burkovskiy, the owner of Mile Transport, was repped by John Seoane of Lee & Associates. Mile Transport, an Ohio-based trucking company, was seeking a new West Coast distribution facility to help grow its existing business in the area.

“The Inland Empire market has become increasingly competitive as the supply of quality Class A buildings in this size range is selling rapidly. With little construction coming on line, we will continue to see an increase in values in the coming quarters,” Chenoweth explained. “This is a true indication that market recovery is underway.”

Chenoweth noted that the limited supply of inventory is allowing sellers to be more selective of buyers in order to obtain the best price for their properties, which is a trend he anticipates will continue into 2013.

continued on page 24
### New Business

**THE UMBRELLA**
- CHINO, CA 91710
  - 1096 LINDERO AVE.
  - SUPPLY
  - 10TH-FRAME BOWLING

**TROPICAL ISLAND**
- RANCHO CUCAMONGA, CA 91730
  - 10601 CIVIC CENTER DR.

**TOTAL COMPLIANCE SOLUTIONS**
- RANCHO CUCAMONGA
  - 9130 FOOTHILL BLVD.

**CHINO**
- RANCHO CUCAMONGA
  - 9130 FOOTHILL BLVD.

**ALTA LOMA**
- ALTA LOMA, CA 91763
  - 1689 KENDALL DR.

**MONTCLAIR**
- MONTCLAIR, CA 91763
  - 9084 LINDERO AVE.

**VICTORVILLE**
- VICTORVILLE, CA 92394
  - 14786 SHETLAND CT.

**CONNECTION**
- THE UMBRELLA
  - 27290 VISTA AVE.

**NEW BUSINESS**
- BERINGA LAKE, CA 92315
  - 41081 BIG BEAR BLVD.

**BLOOMINGTON**
- 17783 TAYLOR AVE.

**URBAN ADVISORS**
- 9315 FERON BLVD.

**VTS EXPRESS**
- 7216 OAK TREE PL.

**10TH-FLOOR FRAMELING SUPPLY**
- 13866 SCARBOURGH PL.

**THE UMBRELLA**
- BIG BEAR LAKE, CA 92315
  - 3820 CHINO AVE.

**2420 W. ARROW RTE.**
- 2000 SERVICES COMPUTER SOLUTIONS

**RE/MAX REAL ESTATE CONSTRUCTION**
- 73207 TWENTYNINE PALMS HWY

**MARC'S REPEAT BOUTIQUE**
- 7390 EL PASO BLVD PARK PALM DESERT, CA 92260

**ANTONIA'S CLEANING**
- 292 E. PALM CANYON HIDEAWAY AT DA VEY'S

**PACIFIC TRAVEL**
- 41805 VIA AREGIO

**DE PARMA PIZZA**
- 1091 S. MT. VERNON ST.

**THE UMBRELLA**
- 1375 RIM ROCK CT.

**RIVERSIDE**
- 14786 SHETLAND CT.

**RE/MAX REAL ESTATE CONSULTANTS**
- 22214 SWEETGUM AVE.

**AMERICAN EAGLE TRANSPORTATION**
- 28085 BRADLEY RD.

**RE/MAX HANDYMAN**
- 73245 CATALINA WAY

**MENIFEE, CA 92584**
- 1348 BRENTWOOD WAY

**RE/MAX REAL ESTATE CONSULTANTS**
- 79208 HWY 111

**KINDRED SPIRIT**
- 13663 SCENIC CREST DR.

**FASHION SEASON 2**
- 82204 HWY 111

**MADISON SPRINGS PLAZA**
- 25255 MADISON AVE.

**RE/MAX REAL ESTATE CONSULTANTS**
- 27095 VIA VISTA AVE.

**BIG BEAR LEATHER**
- 2400 RASPBERRY RD.

**RE/MAX HANDYMAN**
- 73245 CATALINA WAY

**HERMOSA BEACH**
- 73207 TWENTYNINE PALMS HWY

**9 PALMS MOTEL**
- 13566 SCARBOROUGH PL.

**TANNING & SWIMWEAR**
- 29 PALMS, CA 92277

**ALTA LOMA**
- 10540 GALA A VE.

**SOLUTIONS**
- 44-200 TOWN CENTER WAY

**CHINO, CA 91710**
- 5711 SCHAEFER A VE.

**TROPICAL ISLAND TANNING & SWIMWEAR**
- 2930 W. RIALTO AVE.

**THE UMBRELLA**
- 27290 VISTA AVE.

**RE/MAX REAL ESTATE CONSULTANTS**
- 27095 VIA VISTA AVE.

**YUCAIPA**
- 34525 CEDAR AVE.

**ONTARIO, CA 91761**
- 3515 GINGERWOOD RD.

**FIRE & ICE SEAFOOD**
- 23993 EUCALYPTUS AVE.

**RIVERSIDE, CA 92506**
- 20749 STONY BROOK CIR.

**W.H FIRE PROTECTION**
- 23993 EUCALYPTUS AVE.

**LA MODA ITALIANA**
- 1375 RIM ROCK CT.

**RE/MAX REAL ESTATE CONSULTANTS**
- 79208 HWY 111

**RE/MAX REAL ESTATE CONSULTANTS**
- 79208 HWY 111

**DIVERSIFIED MECHANICAL SERVICES**
- 950 WESTERN KNOLES AVE.

**MURRIETA TOWN CENTER BARBERS**
- 4055 MURRIETA HOT SPRINGS RD.

**LAURA'S TOWN CENTER BARRIERS**
- 6055 MURRIETA HOT SPRINGS RD.

**ALL CLEAR POOL & SPA**
- 3621 S. ARROWHEAD

**JOHNSON POOL & SPA**
- 3621 S. ARROWHEAD

**CART CONNECTION**
- 71777 CALIFORNIA DR.

**MANN'S REPEAT BOUTIQUE**
- 7390 EL PASO BLVD PARK PALM DESERT, CA 92260

**CART CONNECTION**
- 71777 CALIFORNIA DR.

**RE/MAX REAL ESTATE CONSULTANTS**
- 44-200 TOWN CENTER WAY

**REMAX REAL ESTATE CONSULTANTS**
- 44-200 TOWN CENTER WAY

**RE/MAX REAL ESTATE CONSULTANTS**
- 44-200 TOWN CENTER WAY

**FAIRWAY HOMES IN PALM SPRINGS**
- 78-920 JONESTA WAY

**KALITEOTL**
- 40485 MURRIETA HOT AVE.

**KINDRED SPIRIT**
- 13663 SCENIC CREST DR.

**RE/MAX REAL ESTATE CONSULTANTS**
- 44-200 TOWN CENTER WAY

**PARK VIEW OPTICAL**
- 68955 BAMON RD.

**FAIRWAY HOMES IN PALM SPRINGS**
- 78-920 JONESTA WAY

**CARO'S REAL ESTATE**
- 14538 CENTRAL AVE.

**RIVERSIDE, CA 92506**
- 20749 STONY BROOK CIR.

**RE/MAX REAL ESTATE CONSULTANTS**
- 79208 HWY 111

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- 14538 CENTRAL AVE.

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- 79208 HWY 111

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- 14538 CENTRAL AVE.
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<th>City, State</th>
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<td>7155 QUAL TR</td>
<td>Palm Desert, CA 92260</td>
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<td>PARAGON REAL ESTATE SERVICES</td>
<td>869 HEART WAY</td>
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<td>48190 PASO TARAZO</td>
<td>La Quinta, CA 92253</td>
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<td>30247 WINTER DR.</td>
<td>Cathedral City, CA 92234</td>
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<td>44 KAREN L.</td>
<td>Palm Springs, CA 92262</td>
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<td>PALM DESERT SHELL</td>
<td>77920 AVE. OF THE STATES</td>
<td>Palm Desert, CA 92262</td>
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<td>IN THE MUSE</td>
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<td>La Quinta, CA 92353</td>
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<td>31544 MAYHEW LN.</td>
<td>Menifee, CA 92584</td>
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<td>GABE SMOG TEST ONLY</td>
<td>8163 CYPRESS AVE.</td>
<td>Riverside, CA 92503</td>
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<td>T.G.L.V. THANK GOD IT'S VEGAN</td>
<td>763 WINTER PINE</td>
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<td>ANABELLA STUDIO PHOTOGRAPHY</td>
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INLAND EMPIRE PEOPLE AND EVENTS

The Rabobank’s Coachella branch celebrated 100 years of banking in the valley. Mayor of Coachella Valley Eduardo Garcia proclaimed Dec. 7 “Rabobank Day” in honor of the first community bank of the Coachella Valley. What was then the First National Bank of Coachella opened in December of 1912.

“It has always been a true community bank, helping local residents for the past century and hopefully for many years to come,” Keith Godd, Rabobank regional president said.

For more information about Rabobank in Coachella Valley visit www.rabobankamerica.com.

Rabobank Regional President Keith Goff and Mayor of Coachella Valley, Eduardo Garcia, at the 100 Years of Banking Celebration

$1.2M gift aids Betty Ford Center of Rancho Mirage—The Betty Ford Center has received a $1.2 million gift to teach medical professionals, especially doctors, about addiction and its treatment.

The Palm Beach, Florida-based Scaife Family Foundation awarded the grant to the center’s Medical Education Initiative. The foundation was described as a “longtime supporter of efforts to improve the education of medical students and physicians, especially in the area of addiction to alcohol and other drugs.”

The Scaife Family Foundation is additionally awarding $100,000 to the Betty Ford Center’s children’s program.

For more information about Betty Ford Center in Rancho Mirage Valley visit www.bettyfordcenter.org or call (760) 773-4100.

State Agency... Ultimately, Musser-Lopez said, the issue was sidetracked when officials focused on determining the identities of low-level Bureau of Land Management employees who had anonymously revealed what they claimed was illegal and unlicensed disposal of sewer sludge and hexavalent chromium in the landfill. Musser-Lopez said she was heartened by the Department of Toxic Substances Control’s focus on PG&E’s disposal practices at the Topcock facility and the other areas of concern but that she was simultaneously disappointed that the focus did not extend to the contamination in and around the landfill, which is more proximate to the city and population of Needles. “We’re talking about a toxic lethal chemical, chromium 6, and asbestos problems right next to the same river that Orange, San Diego, Los Angeles, Phoenix and Mexico drink from,” she said. “When I asked at the Needles scoping session on Dec. 12 why the landfill was not being included in the survey, an explanation was provided that the landfill area is regulated by separate laws and thus was not a part of the current study. It’s been two decades since contaminated soil has been identified and the mess is still not cleaned up. I hold PG&E managers, those managers running the landfill—the City of Needles, the County of San Bernardino and the Bureau of Land Management responsible for what happened at the landfill. They were more interested in silencing me and the speech of whistleblowers who talked to me. If that effort and money would have been spent on the cleanup rather than hushing public outcry, speech and disclosure, we would be much further ahead. Our children and their children would be much safer and we would have a properly managed recycling and disposal facility.”

For more information, the public is directed to the Project Manager, Aaron Yue at Aar on.Yue@dtsc.ca.gov (714) 484-5439 or the public participation specialist, Jacqueline Martinez at Jacqueline.Martinez@dtsc.ca.gov (714) 484-5338. Information is also available at www.dtsc-topock.com.

The County of San Bernardino Workforce Investment Board and Workforce Development Department is ready to assist your business at no cost with the following services:

• Recruitment assistance
• Funds to train new employees
• Labor market information
• Pre-screened qualified applicants
• Access to a large applicant pool
• Facilities available for recruitments
• Layoff prevention assistance
• Outplacement of laid-off workers
• Hiring tax credits

FREE BUSINESS WORKSHOPS
9650 9th St., Rancho Cucamonga
To Register Call 951-781-2345 or visit www.iesmallbusiness.com
The Glen Canyon Dam and Lake Powell  Combining Beauty and Power

By Camille Bounds, Travel Talk, Travel Editor

**A GREAT STORY**

It is March 1963, the place, in the depths of Glen Canyon in Arizona. An epic is being filmed and George Stevens is directing “The Greatest Story Ever Told.” Charlton Heston, as John the Baptist, is finishing filming for the day, and he has a wet suit under his costume, (he had been doing scenes at the Crossing of The Father’s; where four states meet, Arizona, Colorado, Utah and New Mexico). He has been standing in cold, waist high water all day (enacting the baptizing of Jesus). He is rushing to catch the plushed up movie company’s leased DC-3 for Burbank, California, out of the still under construction airport in Page, Arizona, (before daylight turns into a swampy black night, with no lights—not installed yet on the runway), and takeoff would be impossible. Max Von Sydow, who plays Jesus, gets his call sheet for the next day. They will be filming scenes of Jesus’ entry into Jerusalem on Palm Sunday. Elaborate sets of the walls of Jerusalem and Lazarus’ house and tomb have been recreated in detail on parts of the bed of the canyon. Stevens is given a note telling him that he is running behind schedule and must make up time since the work on the dam is ahead of schedule, and the area is going to be flooded to create Lake Powell.

**A GREAT INTRODUCTION**

This was my introduction to the Glen Canyon Dam and Lake Powell, as I was the senior flight attendant assigned to the chartered DC-3 that took the crew and cast back and forth from the Page, Arizona airport to Burbank, California every night. The film finished on schedule and the prefab homes were donated to the Indians (who were hired as extras for the film). The movie was being filmed on what today would create Lake Powell. Today, at full pool, the lake can hold 27 million acre feet of water with a surface area of 252 square miles.

**THE PURPOSE**

Glen Canyon Dam’s multiple purposes were sanctioned by the United States Congress in 1956 “to create a reservoir to provide conservation storage, control sediment, abate floods, and facilitate development—in addition to aid in fish and wildlife conservation and the production of electrical energy.” Later, (sometimes controversial), The Glen Canyon Dam succeeded in all these areas but has also provided a magnificent monument of power and beauty. The Glen Canyon Dam, the Glen Canyon Bridge (the second highest steel arch bridge in the United States), and Lake Powell are a tribute to the creativity of man.

**AN UNBELIEVABLE DESERT**

The beauty of this place is overwhelming. Just the sight of Rainbow Bridge, the largest natural stone bridge in the world, will leave you with a deep reverence for nature even if you are not a nature lover. Hanging gardens and a large diversity of plants and animals makes one wonder if this is truly a desert area. A glimpse of the endangered bald eagle or the Peregrine Falcon can make the whole trip worthwhile. Dungeon, Cathedral, Labyrinth, Anasazi, Iceberg, Moki and Last Chance are names of tributary canyons of Glen Canyon that convey the enchanting moods of this region. This is a special place to come and unwind and refresh the spirit. A relaxing houseboat trip or a float trip down the Colorado River can be a captivating experience. I returned many years later as a travel editor and sped over Lake Powell in a motorboat over where the elaborate sets were immersed many feet under the beautiful blue water. An odd spiritual feeling became evident for a few minutes.

**A BREATHTAKING EXPERIENCE**

A sunset dinner cruise is a true winner and should be mandatory for any visitor. The colors of the changing sky with the colors of the changing sky with was being filmed on what today would create Lake Powell. Today, at full pool, the lake can hold 27 million acre feet of water with a surface area of 252 square miles.