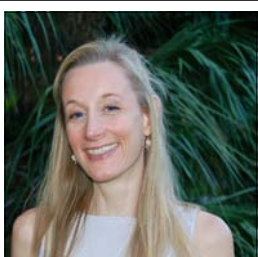


Happy Thanksgiving!

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Nassau County Executive Mangano to Commemorate 39th Anniversary of 100 Black Men of Long Island, Inc.

By HUT Staff reporter

On Monday, November 26, 2012 Nassau County Executive Edward P. Mangano will commemorate the 39th Anniversary of 100 Black Men of Long Island, Inc. by hosting a reception at the Theodore Roosevelt Executive & Legislative Building located at 1550 Franklin Avenue in Mineola, New York. The event is open to the public and is expected to draw several hundred local, state, and federal officials.

Keynoting this celebration will be Mr. Curley M. Dossman, Jr., Chairman of the Board of Directors, 100 Black Men of America, Inc.

"We are grateful to County Executive Ed Mangano for honoring our organization with a reception. By virtue of embracing the 100, Mr. Ed



County Executive Ed P. Mangano



Curley M. Dossman, Jr.

Mangano has shown that he is a leader for all," said Mr. Philip Andrews, President of 100 Black Men chapter of Long Island.

Mr. Andrews went further to state in a statement he released

following the announcement that County Executive Ed Mangano would celebrate the organization's anniversary at the County Legislative chamber that, "We remain poised to work with Mr. Mangano

to improve the quality of life in Nassau & Suffolk County as stated in our mission"

**Inside—More about
the 100 and Chair-
man Dossman, Jr.**



Photo L-R: Rev. Watson, Mayor Hall, and Trustee Pettus

Village of Hempstead Thanksgiving Food Giveaway

In the spirit of Thanksgiving, Hempstead Mayor Wayne Hall, Sr. spearheaded the distribution of food giveaway to residents of the Village of Hempstead in Kennedy Park on Tuesday, November 20

and Wednesday November 21, 2012.

Over 800 families were provided with meals, in addition to numerous churches and food pantries.

The food was donated largely by National Grid as a part of the com-

pany's Superstorm Sandy recovery efforts.

Other local Hempstead donors who contributed canned goods, turkeys and other foods included Key Food, Stop and Shop, David Lee, business owner and president

of the Federation of Korean American Associations of Greater New York, North Shore LIJ, village employees and Chamsarang Korean Methodist Church. Many of these donors have donated to the Annual Turkey and Thanksgiving Food Giveaway for the last several years.

"In the wake of Hurricane Sandy, many families who were already struggling have found it that much harder to put food on the table for the holidays," said Mayor Wayne J. Hall, Sr. "I would like to extend my heartfelt thanks to National Grid for and all the other donors for their generous donation to the many Hempstead Village residents who are in need this Thanksgiving."

**See inside for
more pictures**

Publisher's Notes

On Monday, November 26, 2012, the national Chairman of 100 Black Men of America, Inc. Curley M. Dossman, Jr. will be traveling to the Long Island region to deliver a message that resonates with 118 chapters and 10,000 members of 100 Black Men of America, Inc. around the world in conjunction with celebrating the milestones of the 2nd oldest chapter of 100 Black Men of America, Inc.

100 Black Men of Long Island, Inc. was established in the year of 1974. The organization is affectionately known as the "Organization that makes a Difference."

Since its inception, the organization has focused on four key areas which are mentoring, education, health and wellness, and economic empowerment. The 100 works with a long list of stakeholders such as corporations, civic & community organizations, universities,

and colleges along with its base of membership to fulfill the mission of "Mentoring across a Lifetime." The organization is actively involved in the community at large where its mission is at stake.

The success of the organization is measured by the success that its programs such as youth forums, health fairs, financial literacy programs, and educational initiatives such as the African American Academic History Challenge (History Bowl) has on future generations.

Stakeholders in the community provide substantial support in helping 100 Black Men of Long Island, Inc. work towards its goal of becoming the premier mentoring organization in the world.

"It takes a village to raise a child" is a true axiom, and it is for this reason we are delighted to have our Nassau County Executive Ed Mangano and 100 Black Men of America, Inc.'s Chairman of Board Curley M. Dossman, Jr. join us in celebrating the milestones of a great and seasoned organization which is comprised of a group of men who exemplify excellence in a broad variety of fields and have come together under a structure to give 100 % of the time, ability, and commitment to improve the quality of life in the Long Island region.

As 100 Black Men of Long Island, Inc. takes a minute to celebrate in its glorious past and ponder upon its accomplishments, we are sure that they will also be contemplating the future as they are reminded of the great work that the founders of the organization had in mind and envisioned that they would need to do!

The *Hempstead Uniondale Times* is proud to have the opportunity to chronicle the history of 100 Black Men of Long Island, Inc. and its national body 100 Black Men of America, Inc.

Great villages, towns, counties, cities, states, and nations around the world would not be great if men such as these sat on the sidelines and decided not to fulfill their mission to improve the quality of life for young people at risk of not living up to their full potential by stepping up to the plate and living up to their model of "Real Men Giving Real Time" and "What they see they'll be" model. *The Hempstead Uniondale Times* salutes 100 Black Men of Long Island, Inc. and 100 Black Men of America, Inc. for actively engaging young people around the world to see, feel, and experience the positive effects of role models.

Welcome, Mr. Chairman, Curley Dossman, Jr. Thank you, County Executive Mangano for celebrating the 39th anniversary of 100 Black Men of Long Island.

Eleseah Chea,
Editor-in-Chief
& Managing Director



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Thank you.

About Mr. Curley M. Dossman, Jr. Chairman of the Board of Directors, 100 Black Men of America, Inc.

By Elseah Chea

Curley M. Dossman, Jr., Chairman of the Board of Directors, is a long standing member and executive officer of 100 Black Men of America. He took the helm as Chairman of the Board on September 28, 2012 in Atlanta, Georgia.



Dossman was elected to become the fifth leader of the organization during its 26th Annual Conference in June. Prior to rising at the top of the leadership of 100, Mr. Dossman served as Vice Chairman of Operations at 100 Black Men of America. Mr. Dossman served as Chairman of Morehouse College Campaign for a New Century, Peachtree DeKalb Airport Authority Advisory Council and Piedmont Park Conservancy

Curley M. Dossman is a lawyer by profession. He holds a B.A. from Morehouse College in 1973 and J.D. from Washington University School of Law in 1976, and he serves as Vice President of Community Affairs and President of Georgia-Pacific Foundation, Georgia-Pacific LLC since 1994. He served as a Director of Leadership Georgia, Trust for Public Land, Atlanta and Path Foundation.

A prominent public servant in Georgia, Mr. Dossman has held positions of trust, responsibility, and accountability.

Accordingly, he served as State Vice President of Government Affairs at AT&T from 1984 to 1994; Legislative Assistant at U.S. Senator Russell B. Long from 1979 to 1984; Assistant Director of Louisiana State Planning Office from 1978 to 1984, and as Inter-Agency Liaison Officer at Office of Federal Affairs and Special Projects for the State of Louisiana from 1976 to 1978 and he has served as Chairman of National Black Arts Festival and Professional Association of Georgia Educators.

Never one to refuse a position of service, Curley Dossman currently serves as Treasurer of Great Schools Atlanta and Chairman of Metro Atlanta YMCA, Metro Atlanta Chamber of Commerce and Atlanta Downtown Improvement District. He is Chair Emeritus of Atlanta Victim Assistance Program. He serves as Director of Leadership Atlanta, Great Schools Atlanta and High Museum of Art. He is a Member of Atlanta Rotary and was Member of United Way of America - National Corporate Advisory Council, Atlanta Public School System Charter Review Commission and Georgia Partnership for Excellence in Education. He was a Member of Chair Partnerships Committee at University of Georgia Task Force on Black Males in Higher Education.



100 Black Men of America

100 Black Men Of America is a men's civic organization and service club whose stated goal is to educate and empower African-American children and teens. The organization's mission statement is "to improve the quality of life within our communities and enhance educational and economic opportunities for all African-Americans." The organization's mottos "real men giving real time" and "what they see is what they'll be" describes the organization's goals of providing positive role models and leaders to guide the next generation of African-Americans and other youth. The membership is predominantly African American professionals, businessmen, civic leaders and administrators, educators, as well as people from other walks of life.

History—The overall concept of the 100 began in New York in 1963 when a group of concerned African-American men began to meet to explore ways of improving conditions in their community. The group eventually adopted the name, "100 Black Men, Inc." as a sign of solidarity. These men envisioned an organization that would implement programs designed to improve the quality of life for African Americans and other minorities. They also wished to ensure the future of their communities by aiming an intense number of resources toward youth development. These members were successful black men from various walks of life. These visionaries were business and industry leaders such as David Dinkins, Robert Mangum, Dr. William Hayling, Nathaniel Goldston III, Livingston Wingate, Andrew Hatcher, and Jackie Robinson.

Taking shape around the country—Dr. William Hayling, a member of the NY organization, had relocated to Newark, NJ and sought to replicate the 100's impact in that area. In 1976 Dr. Hayling formed the 100 Black Men of New Jersey. A movement had been born. Men across the country began to form 100 Black Men organizations to leverage their collective talents and resources. Chapters were formed in Los Angeles, Indianapolis, St. Louis, Pittsburgh, Atlanta, San Francisco/Oakland Bay Area, Nassau/Suffolk, Alton, and Sacramento.

On September 21, 1983, a three-hour meeting was held in Washington, D.C., among representatives from the Los Angeles, New York, New Jersey, and St. Louis chapters. This meeting was to evaluate the feasibility of establishing a National Organization for 100 Black Men. This meeting was held during the annual weekend meeting of the Congressional Black Caucus. Representative of St. Louis, Pittsburgh, Atlanta, the San Francisco/Oakland Bay Area, Nassau/Suffolk and Sacramento met for a second time in Las Vegas, May 11–13, 1984, in Las Vegas. The men engaged in extensive discussions about the most effective structure to support the growth and governance of 100 Black Men chapters.

The third meeting was held May 16–18, 1986 in Las Vegas. At this meeting it was agreed that the best model for a newly-formed national organization was a federation governance model. This model leveraged human and financial resources, and supported chapter growth while preserving chapter autonomy. It was also voted that a National Steering Committee would include the Presidents of each chapter, along with two members from each chapter.

A final meeting was held on October 2, 1986 at the L'Enfant Plaza Hotel in Washington. Chapters represented were: Los Angeles, St. Louis, Indianapolis, Atlanta and New Jersey. The chapters decided that the name of the organization would be: "100 Black Men of America, Inc."

The following individuals were elected as officers: Dr. William Hayling (Los Angeles) - President Oliver Lofton, Esq. (New Jersey) - Vice -President Moses Gray (Indianapolis) - Secretary Jesse C. Swanigan (St. Louis) - Treasurer

On May 27, 1987, in Atlanta, Georgia, this newly formed organization introduced itself to the nation during its first national conference. Noted speakers included the late Alex P. Haley and the late Honorable Maynard H. Jackson.

In 1989, Nathaniel R. Goldston III became the organization's second National President and grew the organization to 43 chapters. Mr. Goldston used his business acumen and resources to expand the number of chapters and enhancing the organization's infrastructure. Under Mr. Goldston, the organization acquired its first national office and its first Executive Director. Along with Mr. Goldston, Warren Valdrey (Vice President), T.B. Boyd III (Treasurer) and Moses Gray (Secretary) served as elected officers.

In 1994, Thomas W. Dortch Jr. was elected the third National President. That year, he spearheaded an aggressive plan entitled Four For The Future™. Since that time, the organization has strategically channeled its resources toward programs that support these important areas: Mentoring, Education, Health & Wellness, and Economic Development. The 100 has identified these areas as being critical to the future of African Americans.

Along with Mr. Dortch, LeRoy G. Walker, Jr. (Vice President), William L. Wimberly (Vice President), Hon. Roosevelt F. Dorn (Vice President), Lonnie J. Carr (Treasurer), and Albert E. Dotson, Jr. (Secretary). In 1997, under Mr. Dortch's leadership the organization expanded internationally with the chartering of the Birmingham, England chapter. Additional international chapters and interest groups followed including: Nassau Bahamas, Goree Island, Senegal, Kingston, Jamaica, U.S. Virgin Islands, and London, England. It was also in 1997 that the organization purchased its World Headquarters building on historic Auburn Avenue in Atlanta, Georgia. Also, during Mr. Dortch's tenure, the Collegiate 100 was formed to focus the next generation on mentoring.

In 2004, Albert E. Dotson, Jr., Esq. was elected the fourth President/Chairman of the Board and during his inaugural address he recognized the contributions of his predecessors. Dr. Hayling was acknowledged for bringing the various 100 Black Men organizations under the single banner of 100 Black Men of America. Mr. Goldston was recognized for his personal investment of talent and resources that grew the number of chapters focused on the 100's mission. Mr. Dortch was acknowledged for expanding the organization's resources and building capacity for the 100 to carry out its mission. Chairman Dotson referred to their contributions as the Hayling Harvest, the Goldston Gain and the Dortch Dividend.

The other newly elected officers in 2004 were Curley M. Dossman, Jr. (Vice Chair Operations), Frank Hayes (Vice Chair Finance), Dr. Joshua W. Murfree, Jr. (Vice Chair Programs), John S. Kendall (Vice Chair of Operations) and Anthony B. O'Neill (Secretary). Since 2004, Chairman Dotson has focused the organization on leadership and delivering impactful and innovative programs in each of the Four For

The Future areas—During Dotson's tenure the 100 launched the Leadership Development Institute (LDI) to provide a vehicle through which members of the 100 could fine tune and enhance their leadership skills. The 100 also created their Community Empowerment Project (CEP) which ensures that the city where the 100 convenes its Annual conference receives a social and societal impact that is sustainable by the community.

From 2006 to 2009, the 100 helped launch the National Cares Mentoring Movement (formerly Essence Cares) to mobilize millions of able African Americans to take the lead in fulfilling our society's spiritual and social responsibility to our children. The 100 expanded its focus on advocacy for responsible public policy, including sponsoring the Internationally broadcast debate on urban issues among Presidential candidates Senator Barack H. Obama, Senator Hillary R. Clinton and Senator John Edwards. The 100 has consistently increased its resources to deliver relevant new programs and enhance signature programs. The organization is moving their mission and strategic direction forward as it implements Mentoring the 100 Way Across a Lifetime

In 2012, Curley M. Dossman, Jr. was elected the fifth President/Chairman of the Board, along with Dr. Joshua W. Murfree, Jr. (Vice Chairman of Operations), Dr. Howard Rasheed (Vice Chairman of Programs), Marvin Dickerson (Vice Chairman of Development), Milton Jones (Vice of Finance), and Dr. Mark Alexander (Secretary).

Today the organization has grown to over 118 chapters with more than 10,000 members who continue to strive to improve the quality of life in our communities and enhance the educational and economic opportunities for African Americans. 100 Black Men of America, Inc. has more than 100,000 youth participants annually in its mentoring and youth development programs. With a mission to improve the quality of life and enhance educational opportunities for African Americans, members of the 100 continue to serve as a strong force in the world by overcoming the cultural and financial obstacles that have limited the achievements of some African Americans, particularly young African American males. Members of the 100 have made outstanding progress, proving that Blacks canand do, excel as corporate leaders, community leaders and as independent business owners.

Organization and membership—100 Black Men consists of over 118 local chapters (each named after their respective region, e.g., 100 Black Men of New York, 100 Black Men of Atlanta, etc.) 100 Black Men of America is the overarching organization that provides a national governing structure, charters new chapters, and provides for inter-chapter coordination. 100 Black Men is a non-profit 501 c3 organization and has no political or religious affiliations or ties.

100 Black Men has four principal program areas: Mentoring, Education, Health and Wellness, Economic Development. As of 2009, 100 Black Men has roughly 100,000 students enrolled in its mentoring and outreach programs.

About 100 Black Men of Long Island, Inc.

The 100 Black Men of Long Island, Inc. was founded in 1974 by a group of men from the Long Island region who believed that Long Island was ripe for such an organization. Today the organization continues to take an active part of the community where its interest is at stake. The 100 Black Men of Long Island, Inc. is now part of an international coalition of 118 chapters, and is a membership body comprised of over 10,000 men worldwide.

The Long Island Chapter is the second oldest chapter of 100 Black Men of America, Inc. Since its inception 100 Black Men of Long Island, Inc. has been working in the area of Education, Mentoring, Health & Wellness, and Economic Empowerment. The four areas of Education, Mentoring, Health & Wellness, and Economic Empowerment have evolved into our international mission over the last couple of decades.

The logo of the organization stands for a broad group of men who have exemplified excellence in a variety of structures coming together to give 100 % effort to improve our community. Mentoring is considered to be the crown jewel of the organization, and one of our national models is "What they see they'll be"! Sustainability of creating success across many generations is a key index of the impact of our mission.

The organization is membership based and is comprised of such men as lawyers, doctors, judges, businessmen, school administrators, teachers, health care professionals, law enforcement personnel, accountants, financial services professionals, and high ranking retired Military Personnel.

The organization seeks men who are willing to donate a couple of hours per month to give back in the area of mentoring or work on one of the standing committees of the organization. Some of the recent accomplishments of the organization over the last couple of years have been 2nd Place finish in 100 Black Men of America, Inc. Dollars and Sense Financial Literacy Program, Ringing of the NASDAQ Bell during Black History Month, and the recent work of the mentoring committee which has led to a Congressional Endorsement of our Candidate to West Point.

The organization remains committed to recruiting professional African-American men as service members of a great chapter of 100 Black Men of America, Inc. Each year the organization participates in two national competitions of 100 Black Men of America, Inc. which are the African American Academic History Challenge (History Bowl) and the Dollars and Sense Financial Literacy Program.

For more information regarding Sponsorship opportunities, upcoming meetings, membership opportunities, or programs and activities, contact 100 at 9 Centre Street, Hempstead, NY 11550, via Email ohbmli@live.com or ohbmli@gmail.com, via telephone, 516.538.6318. Visit us online @ www.100blackmenofli.org.



Phil Andrews is President of the 100 Black Men of Long Island.

Born and raised in Brooklyn, Phil Andrews, Phil learned early on the importance of community and education. He attended Brooklyn Technical High School and served several years in the US

Navy and Army Reserves. Later, attended York College and John Jay College where he undertook paralegal studies before beginning a 20-year stint in law enforcement.

Phil Andrews started and ran a haircut chain—Haircut Hut—before settling down to another passion, public relations. Today, he is the founder and President of P.A. Public Relations Company.

A long-standing member of 100 Black Men of Long Island, Phil rose to the position as President of the organization in 2010 and has leverage his role as a public relations specialist to promote 100 in the Long Island region. Under his leadership, the membership of 100 has grown.

A great communicator, Mr. Andrews winning ways have earned him many accolades—*Small Business Person of the Year* by Nassau Council of Chambers of Commerce, Roosevelt Chamber of Commerce, and West

Indian Chambers. He has received a number of proclamations and citations from former Nassau County Executive Thomas S. Gullotta, former Town of Hempstead Supervisor Richard Guardino and Assembly-woman Earlene Hooper Hooper, 18th Assembly District of Long Island NY to name a few.

Phil's has been featured in multi-platform publications, *Black Star News*, *The New York Beacon*, *Amsterdam News*, *Minority Business Review*, *The Network Journal*, *Hempstead/Uniondale Times* and more. He is also featured in "15 Years of Minority Business Development" a book published by Mr. Robert Adams. Mr. Andrews is listed in Who's Who in Black America and International Who's Who. He in addition to his work with 100, Philip Andrews sits on several Boards including—the Roosevelt Chamber of Commerce, Roosevelt Kiwanis

and the West Indian Chamber of Commerce as the Public Relations Director. Mr. Andrews owns the Power Networking Business Seminar Series, a business network that builds viable connections between community and business.



It just feels good to touch you, Mr. President. You inspire me...and 47%!

News

SBA ENCOURAGES HURRICANE SANDY SURVIVORS IN NEW YORK TO APPLY FOR ASSISTANCE BEFORE INSURANCE SETTLEMENT

By Staff writer

Survivors should not wait to settle with their insurance companies before applying for SBA disaster loan assistance, says a SBA

in a communiqué, a copy of which was received by this reporter.

According to the agency, survivors of Hurricane Sandy in eligible New York counties should return their completed applications, even if they have not settled with their insurance company.

“Waiting to file an SBA application could cause unnecessary delays in receiving disaster assistance, and survivors may miss the application deadline. Returning the loan application is an essential part of the disaster recovery process,” said Frank Skaggs, director of SBA Field Operations Center East.

The communiqué further states that if a survivor does not know how much of their loss will be covered by insurance or other sources, SBA will consider making a loan for the total loss up to its loan limits, provided the borrower agrees to use insurance proceeds to reduce or repay their SBA loan.

Disaster home and business loans are available to repair or replace disaster-damaged property, including contents. Economic Injury Disaster Loans are available for small businesses, small agricultural cooperatives, small businesses engaged in aquaculture and most private non-profit organizations of all sizes having difficulties meeting operating expenses because of the disaster.

Interest rates are as low as 1.688 percent for homeowners and renters, 3 percent for non-profit organizations and 4 percent for businesses with terms up to 30 years. Loan amounts and terms are set by the SBA and are based on each applicant’s financial condition.

Applicants may apply online using the Electronic Loan Application (ELA) via SBA’s secure website at <https://disasterloan.sba.gov/ela>.

Individuals and business owners who sustained losses in the designated counties in New York can apply for assistance by calling 1-800-621-FEMA (3362). Disaster assistance applicants, who have a speech disability or hearing loss and use TTY, should call 1-800-462-7585 directly; for those who use 711 or Video Relay Service (VRS), call 1-800-621-3362. The toll-free telephone numbers will operate from 7 a.m. to 10 p.m. (local time) seven days a week until further notice. Those in affected areas with access to the internet may register by web enabled mobile device at m.fema.gov, or online at www.disasterassistance.gov.

Additional details on the locations of recovery centers and the loan application process can be obtained by calling the SBA Customer Service Center at 800-659-2955 (800-877-8339 for the deaf and hard-of-hearing) or by sending an email to disastercustomerservice@sba.gov. Loan applications can be downloaded from www.sba.gov. Completed applications should be returned to a recovery center or mailed to: U.S. Small Business Administration, Processing and Disbursement Center, 14925 Kingsport Road, Fort Worth, TX 76155.

The filing deadline to return applications for physical property damage is December 31, 2012. The deadline to return economic injury applications is July 31, 2013.

For more information about the SBA’s Disaster Loan Program, visit our website at www.sba.gov.

Remarks of President Barack Obama Weekly Address— The White House—November 22, 2012

On behalf of the Obama family – Michelle, Malia, Sasha and Bo – I want to wish everyone a very happy Thanksgiving.

For us, like so many of you, this is a day full of family and friends; food and football. It’s a day to fight the overwhelming urge to take a nap – at least until after dinner. But most of all, it’s a time to give thanks for each other, and for the incredible bounty we enjoy.

That’s especially important this year. As a nation, we’ve just emerged from a campaign season that was passionate, noisy, and vital to our democracy. But it also required us to make choices – and sometimes those choices led us to focus on what sets us apart instead of what ties us together; on what candidate we support instead of what country we belong to.

Thanksgiving is a chance to put it all in perspective – to remember that, despite our differences, we are, and always will be, Americans first and foremost.

Today we give thanks for blessings that are all too rare in this world. The ability to spend time with the ones we love; to say what we want; to worship as we please; to know that there are brave men and women defending our freedom around the globe; and to look our children in the eye and tell them that, here in America, no dream is too big if they’re willing to work for it.

We’re also grateful that this country has always been home to Americans who see these blessings not simply as gifts to enjoy, but as opportunities to give back. Americans who believe we have a responsibility to look out for those less fortunate – to pull each other up and move forward together.

Right now, as we prepare to gather around our dinner tables, there are families in the northeast who don’t have that luxury. Many of them have lost everything to Hurricane Sandy – homes, possessions, even loved ones. And it will be a long time before life goes back to normal.

But in the midst of so much tragedy, there are also glimmers of hope. Over the last few weeks, we’ve seen FEMA personnel, National Guard and first responders working around the clock in hard-hit communities. We’ve seen hospital workers using their lunch breaks to distribute supplies. Families offering up extra bedrooms. The fire department advertising free hot showers. Buses full of volunteers coming from hundreds of miles away. Neighbors sharing whatever they have – food, water, electricity – and saying again and again how lucky they are to have a roof over their heads.

It would have been easy for these folks to do nothing – to worry about themselves and leave the rest to someone else. But that’s not who we are. That’s not what we do.

As Americans, we are a bold, generous, big-hearted people. When our brothers and sisters are in need, we roll up our sleeves and get to work – not for the recognition or the reward, but because it’s the right thing to do. Because there but for the grace of God go I. And because here in America, we rise or fall together, as one nation and one people.

That’s something to be grateful for – today and every day.

So to all the Americans doing your part to make our world a better place – it is my privilege to serve as your President. To all our service members – it is my honor to be your Commander in Chief. And from our family to yours, happy Thanksgiving.



President Barack Obama on first trip following re-election

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U. S. SMALL BUSINESS ADMINISTRATION FACT SHEET -
DISASTER LOANS

NEW YORK Declaration #13365 & #13366
(Disaster: NY-00130)

Incident: Hurricane Sandy
Occurring: October 27, 2012 and continuing
For the Counties of Bronx, Kings, Nassau,
New York, Queens, Richmond, Rockland,
Suffolk and Westchester; and for Economic
Injury Only the contiguous counties of Or-
ange and Putnam in the State of New York;
contiguous county of Fairfield in the State of
Connecticut; and contiguous counties of
Bergen, Hudson and Passaic in the State of
New Jersey.

Application Filing Deadlines:
Physical Damage: December 31, 2012 Eco-
nomic Injury: July 31, 2013

Whether you rent or own your own home,
own your own business, or own a small agri-
cultural cooperative located in a declared
disaster area, and are the victim of a disaster,
you may be eligible for financial assistance
from the U. S. Small Business Administra-
tion (SBA).

What Types of Disaster Loans are Available?

- Home Disaster Loans – Loans to home-
owners or renters to repair or replace disaster
-damaged real estate or personal property
owned by the victim. Renters are eligible for
their personal property losses, including
automobiles.
- Business Physical Disaster Loans – Loans
to businesses to repair or replace disaster-
damaged property owned by the business,
including real estate, inventories, supplies,
machinery and equipment. Businesses of any
size are eligible. Private, non-profit organiza-
tions such as charities, churches, private
universities, etc., are also eligible.
- Economic Injury Disaster Loans (EIDLs)
– Working capital loans to help small busi-
nesses, small agricultural cooperatives, small
businesses engaged in aquaculture, and most
private, non-profit organizations of all sizes
meet their ordinary and necessary financial
obligations that cannot be met as a direct
result of the disaster. These loans are in-
tended to assist through the disaster recovery
period.
- EIDL assistance is available only to enti-
ties and their owners who cannot provide for
their own recovery from non-government
sources, as determined by the U.S. Small
Business Administration (SBA).

What are the Credit Requirements?

- Credit History – Applicants must have a
credit history acceptable to SBA.
- Repayment – Applicants must show the
ability to repay all loans.
- Collateral – Collateral is required for
physical loss loans over \$14,000 and all
EIDL loans over \$5,000. SBA takes real
estate as collateral when it is available. SBA
will not decline a loan for lack of collateral,
but requires you to pledge what is available.

What are the Interest Rates?

By law, the interest rates depend on whether
each applicant has Credit Available Else-
where. An applicant does not have Credit
Available Elsewhere when SBA determines
the applicant does not have sufficient funds
or other resources, or the ability to borrow
from non-government sources, to provide for
its own disaster recovery. An applicant,
which SBA determines to have the ability to
provide for his or her own recovery is
deemed to have Credit Available Elsewhere.
Interest rates are fixed for the term of the
loan. The interest rates applicable for this
disaster are:

No Credit Available Credit Available
Elsewhere Elsewhere

Home Loans 1.688% 3.375%
Business Loans 4.000% 6.000%
Non-Profit Organization Loans 3.000%
3.125%

Economic Injury Loans
Businesses and Small Agricultural Coopera-
tives 4.000% N/A

Non-Profit Organizations 3.000% N/A

What are Loan Terms?

The law authorizes loan terms up to a maxi-
mum of 30 years. However, the law restricts
businesses with credit available elsewhere to
a maximum

7-year term. SBA sets the installment pay-
ment amount and corresponding maturity
based upon each borrower's ability to repay.
What are the Loan Amount Limits?

- Home Loans – SBA regulations limit
home loans to \$200,000 for the repair or
replacement of real estate and \$40,000 to
repair or replace personal property. Subject
to these maximums, loan amounts cannot
exceed the verified uninsured disaster loss.

- Business Loans – The law limits business
loans to \$2,000,000 for the repair or replace-
ment of real estate, inventories, machinery,
equipment and all other physical losses. Sub-
ject to this maximum, loan amounts cannot
exceed the verified uninsured disaster loss.

- Economic Injury Disaster Loans (EIDL) –
The law limits EIDL(s) to \$2,000,000 for
alleviating economic injury caused by the
disaster. The actual amount of each loan is
limited to the economic injury determined by
SBA, less business interruption insurance
and other recoveries up to the administrative
lending limit. SBA also considers potential
contributions that are available from the
business and/or its owner(s) or affiliates.

- Business Loan Ceiling – The \$2,000,000
statutory limit for business loans applies to
the combination of physical, economic in-
jury, mitigation and refinancing, and applies
to all disaster loans to a business and its af-
filiates for each disaster. If a business is a
major source of employment, SBA has the
authority to waive the \$2,000,000 statutory
limit.

What Restrictions are there on Loan Eligibil-
ity?

- Uninsured Losses – Only uninsured or
otherwise uncompensated disaster losses are
eligible. Any insurance proceeds which are
required to be applied against outstanding
mortgages are not available to fund disaster
repairs and do not reduce loan eligibility.
However, any insurance proceeds voluntarily
applied to any outstanding mortgages do
reduce loan eligibility.

- Ineligible Property – Secondary homes,
personal pleasure boats, airplanes, recrea-
tional vehicles and similar property are not
eligible, unless used for business purposes.
Property such as antiques and collections are
eligible only to the extent of their functional
value. Amounts for landscaping, swimming
pools, etc., are limited.

- Noncompliance – Applicants who have
not complied with the terms of previous SBA
loans are not eligible. This includes borrow-
ers who did not maintain flood and/or hazard
insurance on previous SBA or Federally
insured loans.

Is There Help with Funding Mitigation Im-
provements?

If your loan application is approved, you
may be eligible for additional funds to cover
the cost of improvements that will protect
your property against future damage. Exam-
ples of improvements include retaining
walls, seawalls, sump pumps, etc. Mitigation
loan money would be in addition to the
amount of the approved loan, but may not
exceed 20 percent of total amount of disaster
damage to real estate and/or leasehold im-
provements, as verified by SBA to a maxi-
mum of \$200,000 for home loans. It is not
necessary for the description of improve-
ments and cost estimates to be submitted
with the application. SBA approval of the
mitigating measures will be required before
any loan increase.

Is There Help Available for Refinancing?

- SBA can refinance all or part of prior
mortgages that are evidenced by a recorded
lien, when the applicant (1) does not have
credit available elsewhere, (2) has suffered
substantial uncompensated disaster damage
(40 percent or more of the value of the prop-
erty), and (3) intends to repair the damage.

- Homes – Homeowners may be eligible for
the refinancing of existing liens or mortgages
on homes, in some cases up to the amount of
the loan for real estate repair or replacement.

- Businesses – Business owners may be
eligible for the refinancing of existing mort-
gages or liens on real estate, machinery and
equipment, in some cases up to the amount
of the loan for the repair or replacement of
real estate, machinery, and equipment.

What if I Decide to Relocate?

You may use your SBA disaster loan to relo-
cate. The amount of the relocation loan de-
pends on whether you relocate voluntarily or
involuntarily. If you are interested in reloca-
tion, an SBA representative can provide you
with more details on your specific situation.
Are There Insurance Requirements for
Loans?

To protect each borrower and the Agency,
SBA may require you to obtain and maintain
appropriate insurance. By law, borrowers
whose damaged or collateral property is
located in a special flood hazard area must
purchase and maintain flood insurance for
the full insurable value of the property for
the life of the loan.

For more information, contact SBA's Disas-
ter Assistance Customer Service Center by
calling (800) 659-2955, emailing [disaster-
customerservice@sba.gov](mailto:disaster-customerservice@sba.gov), or visiting SBA's
Web site at www.sba.gov. Deaf and hard-of-
hearing individuals may call (800) 877-8339.
Applicants may also apply online using the
Electronic Loan Application (ELA) via
SBA's secure Web site at [https://
disasterloan.sba.gov/ela](https://disasterloan.sba.gov/ela).



L-R - FOCO 1st VP Ed Margosian, Charity coordinator Mike Riveiro, INN Director Jean Kelly, FOCO President Joe Cannella

In the spirit of Thanksgiving, The Fraternal Order of Court Officers of New York State (FOCO), presented a \$1,000.00 Thanksgiving check to The Interfaith Nutrition Network (The INN) in Hempstead, New York.

"We are pleased to have the opportunity to assist those who are in need during this difficult time," said FOCO President Joe Cannella. "The devastation caused by the recent storm has put an increased burden on charitable organizations such as the INN who provide much needed resources to those who need it the most."

FOCO Charity Coordinator, Mike Riveiro spearheaded the campaign and was present as the check was presented to workers at The INN.

FOCO members are active in many outreach and community initiatives that serve the community at large.

To reach FOCO, please contact Dan Bagnuola, Director, Office of Community Relations Nassau County Court System, 100 Supreme Court Drive, Mineola, NY 11501
Office - (516) 493-3262. Email: dbagnuol@courts.state.ny

From the Office of the County Executive



Mangano's Third Consecutive No-Property Tax Hike Budget Approved By Legislature

Restricts Spending While Delivering Essential Services

For the third year in a row, Nassau County Executive Edward P. Mangano's No-Property Tax Increase Budget was passed by the County Legislature. The budget restricts spending for a second consecutive year while continuing to deliver essential services for residents. Aggressive fiscal management and a continued commitment to spending cuts is evident as County Executive Mangano and the Republican Legislative Caucus have cut

over \$290 million in spending from Nassau's budget since 2009.

"This budget paves the way for economic growth while protecting families and seniors by holding the line on property taxes and restricting spending," said County Executive Mangano. After two hard years of shared sacrifice, Nassau County is on a firm, stable path as we fostered a government of less spending, fewer employees and fewer appointees. The progress we have made over the past two years corrects our County's past when Nassau taxed too high, spent too much and reformed too little."

The fiscal discipline and responsible budgeting choices made by County Executive Mangano and the Republican Legislative Caucus over the last two years addresses the fiscally challenging times in which we live and corrects wasteful past practices. Without raising property taxes, County Executive Mangano addresses a nearly \$400 million deficit inherited from the prior administration and kept pace with double-digit increases in pension and health care costs, unfunded mandates, a stagnant economy and poor municipal practices. The administration has truly addressed fiscal challenges of historic proportions and has moved forward by implementing significant spending reductions and landmark reforms that together have laid the groundwork for recurring savings. Nassau's fiscal problems evolved over a decade and are being structurally corrected in responsible and transparent budget plans advanced by the

Forest City Ratner Companies Designated As Development Advisor For Reinvented Nassau Coliseum

administration. While there is more work to be done, the County is clearly on a more efficient path to a brighter future.

Barclays Center Team to Study the Venue—Renaissance Downtown named as Hub Master Developer –

Citing job creation, investment, economic growth and revenue to help hold the line on property taxes, NASSAU County Executive Mangano, along with Bruce Ratner, Chairman and CEO of Forest City Ratner Companies (FCRC), and NY Islanders owner Charles B. Wang, on November 20 announced that FCRC has agreed to create and present a strategic Reuse Plan for Nassau Veterans Memorial Coliseum within the first half of 2013 to help transform the venue into becoming an attractive, state-of-the-art destination for sports and entertainment.

County Executive Mangano stated, "Today will bring Nassau one step closer to ensuring that the Coliseum becomes an attractive destination for Long Island, and an economic generator that creates and retains new jobs and opportunities throughout the Hub. Today we take a step forward toward transforming the Coliseum so that it is positioned to compete for concerts, family shows and expositions as well as professional and collegiate sports, pre-season games and similar programs that generate the type of economic activity to protect our quality of life while creating a destination for job creation and economic activity."

"The Nassau Veterans Memorial Coliseum has served generations of Long Islanders as a



L-R: Ratner, Wang, Mangano and Monti

family friendly environment for sports and entertainment, we are very pleased to have an opportunity to evaluate what is needed to help restore and refresh the Coliseum," said Bruce Ratner.

Wang stated, "We need to get something done with the Coliseum and there is no better person than Bruce to entrust for this project.

Don Monti, President of Renaissance Downtown, said "This is not just another development opportunity," Monti said. "We have been entrusted with the future growth of Nassau County. We have been asked to create the foundation for innovation, job growth, investment confidence and economic opportunities. We will not achieve these objectives on our own. We will be joined by an extraordinary team of men and women who are respected in their respective disciplines and will fulfill the instructions of the County Executive in helping build the future."



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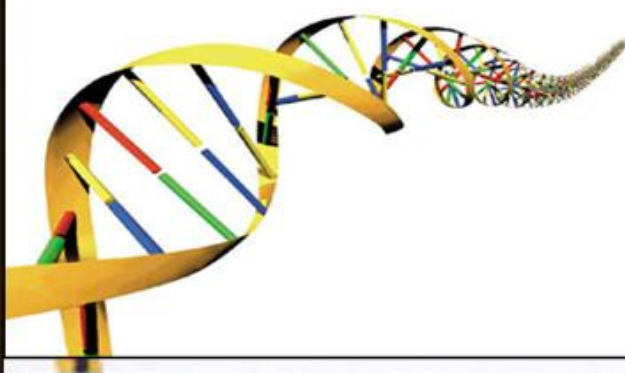
Pruebas de:

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- * Físicos de Inmigración (Immigration Physicals)
- * Cuidado Urgente (Urgent Care)

ADN DNA

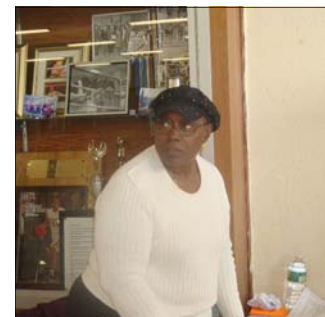
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- NEXT DAY results available
- Testing for Immigration
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- Exámenes de Paternidad
- 99.9% de exactitud en resultados
- Resultados efectivos en 48 horas
- Resultados disponibles al siguiente día
- Exámenes para Inmigración



People . Places . Events

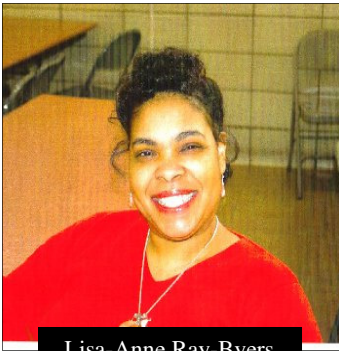
Mayor Hall, village officials, and volunteers were at hand to distribute food, groceries, turkeys to residents for Thanksgiving.



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EDUCATION & SOCIETY

Ask Lisa-Anne



Lisa-Anne Ray-Byers

Q. My daughter has Attention Deficit Hyperactivity Disorder-ADHD and I'm having a hard time finding a summer camp that will accept her and that will understand her special needs. How can I find her a good special needs camp?

A. It can be very hard to find a summer camp for children who have any kind of learning disability. For any summer camp, you need to start looking now! First, you must decide if you want a fun camp, day care or an academic camp. Either way, camps should involve fun. Second, you want to find ones that will accommodate your daughter's needs. How much do they know about ADHD? How do they discipline? Are they easy to contact, especially in an emergency? Do you want day camps only or overnight camps? Are there enough adults per child? Then finally, you want one that fits your budget. To accomplish this,

you must start looking early. Here are some resources that I hope you find helpful:

1. The National Dissemination Center for Children with Special Needs (NICHCY) <http://www.nichcy.org/InformationResources/Pages/camps.aspx> provides this quick connect to camps and summer opportunities (Feb 2010).
2. CHADD Summer Camp Award Fund 2010. www.chadd.org/Content/CHADD/Membership/SummerCampAward/default.htm Awards of up to \$8,000 each designed to help parents or guardians.
3. ADHD-LD Summer Camp Guide <http://www.additudemag.com/adhd-guide/camp.html> Learn how specialized camps can benefit your child, and search the camp programs listed in the ADHD Summer Camp Directory.
4. ADHD Summer Enrichment Camp at the Leelanau School. Introductory program from July 18-23 intended for students entering grades 5 through 12 and their parents. <http://www.drhallowell.com/blog/adhd-summer-enrichment-camp-at-the-leelanau-school-july-18-introductory-and-july-25-2010-advanced/>
5. Looking for Special Needs Camps? Summer Camps Directory <http://www.summercampsinfo.com/categories/special-needs-summer-camps.asp>
6. National Directory of Day and Residential Camps, Camp Easter Seals. <http://www.easterseals.com/site>
7. The American Camp Association (ACA; 765-342-8456), one of the largest camping organizations in the

U.S., also operates a "find a camp" service at CAMP-a Resource for Families.

8. SOAR, Inc. is a non-profit wilderness adventure program for AD/HD and LD youth.
 9. National Camp Association, Inc (NCA). By phone (800-966-CAMP). Also <http://www.summercamp.org/>.
 10. National Camp Association - Guidance and referrals. <http://www.summercamp.org/guidance/>
 11. KidsCamps.com includes a directory listing for Special Needs Camps and Military Camps.
 12. CampSpecialists.com - summer camp referral program.
 13. Bridges4Kids <http://www.bridges4kids.org/SummerCamp.html> has a comprehensive listing of Summer Camps across the nation.
 14. Religious camps at <http://www.ccca.org/>
- Also check out your local YMCA, churches, community organizations, libraries, schools and colleges for camps close to home and small enough to accommodate your daughter. Good luck!

———Lisa-Anne Ray-Byers is a licensed and certified speech-language pathologist who has worked in education for over two decades. She holds graduate degrees in speech-language pathology and multicultural education. She also holds certification in educational administration. She is the author of the book, *They Say I Have ADHD, I Say Life Sucks! Thoughts From Nicholas* and co-author of *365 Ways To Succeed With ADHD* both available at www.Amazon.com. She is a member of the National Education Writers Association. She is currently employed in the Hempstead School District. You may contact her at speechlrb@yahoo.com or by visiting her website at www.AskLisaAnne



Nancy Rauch Douzinas

What Every Long Islander Should Know Mapping an Illogical System

By Nancy Rauch Douzinas

Imagine we could start over and recreate Long Island, rebuilding our communities from the ground up.

When it comes to providing basic services like who hauls away our garbage, provides our water or patrols our streets, how would you design it?

Would you create 124 different school districts? 41 police departments? How about 73 garbage disposal agencies, 227 fire and ambulance departments, 54 water agencies, 110 library groups or 26 sewer agencies? Oh and let's throw in that each one of these departments can be organized in at least 20 different ways including departments in incorporated villages, commissioner-led special districts and associations.

Yup, I'm confused.

If we were starting anew, I doubt we would create anything this complex yet that is exactly what exists on Long Island today.

How on earth did we get here?

In the early 1900s, people began to move out of the city and into the rural, unincorporated areas on Long Island. As new communities sprung up, so did the need to provide services to those communities. As Levittown was formed, for example, so was the Levittown school district, fire district and garbage district.

The same story continued to play out for nearly every new community on the Island.

This becomes a dizzying array of bureaucracy that costs us, not just in terms of taxes, but in our ability to effectively manage our resources or address regional challenges.

Let's take the example of water.

We have one aquifer system that serves as the sole source of our drinking water for all of Long Island but we have 54 different agencies charged with providing water to their local communities.

So who's in charge of managing the aquifer system to make sure it doesn't get contaminated? The answer, unfortunately, is nobody.

Each agency is tasked with providing water within its own jurisdictional boundary, but the aquifer doesn't care about jurisdictional boundaries. A toxic plume that starts in Bethpage doesn't just stay in Bethpage, it migrates to Farmingdale, Massapequa and beyond.

There are many examples of how the complexity of our district lines makes governance less efficient, more expensive, slower to react to a crisis and harder to organize pro-active planning to create a more sustainable future. Yet so few Long Islanders understand how we are structured in terms of these services. And from the water example, it's clear, it matters.

Ask yourself, do you know who provides your services? Do you know when elections are held? The Long Island Index launched a new series of maps to help explain it. Take a look. Go to www.longislandindexmaps.org; select the tab "Service Providers;" enter your address in the search box and voila, check out all of your providers and look at how many providers there are for each service across the county.

As you look at the map and understand how we got here, ask yourself, "Should we let our past dictate our future or is it time for some new thinking?"

Nancy Rauch Douzinas is president of the Rauch Foundation, a family foundation that supports innovative programs centered on children, the environment, and regional leadership. For more information visit www.rauchfoundation.org.



Melissa Lawrence

I Love Babies

I love everything about babies: how they smell, how they feel curled up against you, how they coo and squirm and sigh, how they smile in their sleep. And it's a good thing I love them so much – because I've had five! It's a cliché, but being a mom truly is the toughest and most rewarding job in the world, which makes starting a website for new and expectant parents also a labor of love for me. I grew up one of four children, and I guess it just doesn't feel like home to me without the sounds of multiple pairs of feet scurrying above me or a pile of backpacks and little shoes by the front door. My husband and I had our five

kids in 6 ½ years (no, that's not a typo and no, there aren't any twins or triplets in the mix). And after ten years as a lawyer at a major media company, I embarked on a new journey as an entrepreneur.

When I was a first time mom, everything was just so hard! I barely managed to get out of the house, let alone balance breastfeeding, endless loads of laundry, washing dishes, or even shampooing my hair. But by the time Marielle came along, I had my own little routines, systems and tricks that completely saved my sanity, and I wanted to share them! Thus, the birth of my sixth baby: CloudMom.

In my series of how-to videos on baby's first year, I offer tips and

advice based on what I've learned along the way, mistakes and all. I also do a daily video blog on parenting news and trends and those topics you don't always want to talk out loud about. Moms always have questions and worries and doubts, but we're all in this together.

———Melissa Lawrence is a mom of five and the co-founder and CEO of [CloudMom](http://CloudMom.com), a how-to video resource for moms. The site offers practical advice and time-saving tips on baby's first year, and a [daily blog](#) on the latest parenting news and trends. Follow Melissa on Twitter @CloudMom.

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ON THE BOOKSHELF

Book Review by Phil Andrews

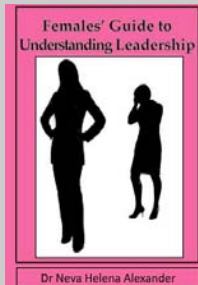
Book: Females Guide to Understanding Leadership ISBN No. 9781477487617
Author: Dr. Neva Helena Alexander.

Females' guide to understanding leadership (Available on Amazon.com). This book is created from a female's perspective for women around the world.

Unlike many other books about leadership, this one combines practical experience from the classroom, boardroom, and research on women's studies. The aim of the author is for females to become better leaders in the many avenues of their lives.

Reviews:

Females Guide to Understanding Leadership helps you to understand the definition of leadership and you, how to lead with passion, being a critical thinker, groups and teams effectiveness, how to represent values to people, ethics, performance, strategic planning, the dynamics of working in the community, organization, behavior change leadership, gender and cultural influences on leadership, and the link between entrepreneurship and leadership. This book presents case studies to help readers better understand the book.



Females' Guide to Understanding Leadership will give you an improved perspective on leadership.

"This book is a must-read for ladies who are leaders, in a leadership position and who aspire to be a leader of their community, business and organization. This book also includes case studies that would be a great guide for those who are business consultants/professionals and students who are studying business in college to gain knowledge. I had the opportunity of meeting Dr. Neva who is the author and having her a guest speaker at an Elevated Ladies Unite Women Executive Leadership Series and she was dynamic. The book is for women that are looking to be educated, inspired, and elevated."

—Lithera Forbes, CEO & Founder, Elevated Ladies Unite.

To purchase your copy (s) today log on to Amazon @ <http://www.amazon.com/Females-Guide-Understand> and type in Females' Guide to Understanding Leadership

About Dr Neva Helena Alexander
Dr. Neva Helena Alexander (Dr. Neva) is currently a faculty member at Prince Mohammad University in the Kingdom of Saudi Arabia as a Coordinator for Core Humanities and Social Science in the College of Arts and Science. She received her doctorate in education leadership at Argosy University. She has her Master's degree in Social Science from Long Island University and her Bachelor's degree from John Jay

College of Criminal Justice where she majored in legal studies. Her research interest and specialty include female leadership, leadership styles and entrepreneurship.

Dr. Neva has organized networking events and public relations exposure for businesses and professionals who have been unable to exploit the many marketing opportunities on the internet, within their local communities, nationally and internationally. Dr. Neva has been driven by her passion for leadership, entrepreneurship and education. She was inspired by her mother, a single parent, who from humble beginnings was able to promote herself - through trial and error like most business owners.

To tune in to an exclusive with Dr. Neva Helena Alexander, click <http://www.blogtalkradio.com/don-durant/2012/08/17/spend-...>

To book Dr. Neva Alexander as a speaker or for interview inquiries you may contact Dr. Neva Helena Alexander @ neva@nevaalexander.com or via telephone at (917) 293-3984 or +966595399696 (KSA)



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Business & Technology News

TA K I N G CHARGE— The Entrepreneurial Life

Creatively Raising Capital

If a business is to survive, you need capital. Just like individuals need cash or money for purchases of food, clothing and shelter—the necessities; also, businesses have necessities or startup costs.

Before you make your first sale, have a grand opening or have your first employee, you will have costs. There is rent money you pay for your office, store, showroom or warehouse. Also equipment purchases, creation of



**Byron W.
Perry**

your business cards, design and printing of your letterhead, office stationary and registering of your business. Your inventory or merchandise costs, purchases of your computer and its printer, your fax machine, phone system and filing cabinets are all costs. Do not forget your salary and required payroll demands.

Now that you realize you will have expenses related to being a business owner. Let us explore

the concept or need of finances. They are legal and creative sources of capital or cash for the inspiring as well as the established entrepreneurs.

Traditional sources of money for new entrepreneurs are: personal savings, loans and/or monetary gifts from family members and friends, credit card advances (practice caution) and a bank loan. Remember, business bank loans are given when acceptable and profes-

sional business plan is developed and delivered. O.P .M. or other people money is a fantasy of entrepreneurs. Be prepared to pay your financial gifts or windfall bank in a timely fashion and with interest. Your credibility, character and future obtainment of more loans depend on your ability to repay.

Some creative sources of loans are investors such as 'angels' and venture capitalists. Do your research or due diligence on individuals and institutions who can make loans. In business partnerships, often times one or more partners help finance the business venture. May they be an 'invisible' (i.e., behind the scenes) partner or a 'day-to-day' working partner.

Black folks do not usually have a 'rich uncle' or major legacy via a will, left for them to start or expand their business. Also, free money or grants are target to non-profits. That's after a proposal and documents are submitted to qualify.

Managing money properly is just as important as making money. It is an appropriate phrase: "a fool and his money will soon part." Practice budgeting and bookkeeping, understand your financials, create a positive cash flow, revenues and profit statements. Do not let only your accountant or CP A understand your company's financial insights.

Mr. Byron W. Perry is a noted and respected business consultant and professional public speaker. He can be reached at takingcharge8@yahoo.com

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It Makes Business Sense



Jack Signorelli

8 Sales Strategies to Avoid the Sum- mer Slump:

1. Set a sales target. It may sound obvious

but if you don't have something to aim for then you won't know when you have succeeded. You shouldn't have just a monthly sales target, if times are tight then this should be weekly. Write it on a board so the whole company can see it and make everyone understand what it is and why it is there.

2. Reconnect with former clients. It's 7 to 10 times more costly to acquire new clients than it is to sell to current or former clients.

3. Generate new sales from current clients with a new product offering. Expanding your revenue per sale.

4. Sharpen your tools -Most salespeople don't spend enough time working on improving their sales skills and techniques. If your business is slower in the summer, take the time to learn how to sell more effectively and get involved in a sales coaching program. Begin now by putting your own plan in place to sharpen your sales skills and hone your sales techniques. Great salespeople do not blame the seasons for their slump.

5. Increase sales activities - In the summer months companies and salespeople cut their sales activities. They actually have said to me, "If we are not going to sell anything, what is the point?" It is completely backwards thinking and the type of thinking that will keep you exactly where you are. Increasing your sales activity will increase sales results.

6. Don't believe the hype - One of the biggest problems with this summer slump chatter is that salespeople use the chatter to fuel the fire and make excuses about themselves and their business. People tend to believe everything they hear and see instead of challenging the summer slowdown belief. If you perceive no one is around and everyone is on vacation then you are setting yourself up for a negative self-fulfilling prophecy and your sales will take a long siesta.

7. Mix business with pleasure. Schedule a summer client party at the pool, park, or baseball stadium. Schedule lunches or coffees with past clients, or invite your "A" list of people over for a barbecue. Get creative and mix business with pleasure- it's a great way to enjoy the summer AND generate new business. I have found client parties are a great way to drive new sales and have fun!

8. Refine and increase your marketing efforts. Analyse what's working for you and what isn't. Can you improve your methods? Is it your message?

Jack works with a select group of clients who are driven to improve their profits, team performance, and lifestyle. Are there areas in your business that need some adjustments? Call me direct @ 631-757-2936 or email him at Jack@SoundviewAdvice.com

Jack Signorelli is a Certified Business Coach and former U.S. Marine. His career spanned 27 years in Corporate America culminating as President of Konica Business Technologies, (now Konica-Minolta), a \$1 Billion distributor of office products and services. Under Jack's leadership the company grew revenues more than \$100 million. Jack owns two small businesses and since 1996 he has been providing practical advice to business leaders, in all industry segments, throughout the U.S.



Hempstead/Uniondale Times...your community voice



Phil Andrews

Publicity Campaign Strategies for Small Businesses Wins the War

By Phil Andrews

Publicity Campaigns for Small Businesses has the ability to win the war for Small Businesses over a period of time. Brand awareness takes time and specific strategies for any small business to reap its benefits. Publicity campaigns should be based on specific goals of each particular business. Every business should map out a well designed plan to take advantage of newsworthy items that appear in their business on a regular basis. The problem that arises with most small businesses is that they are so consumed with many of the day to day activities that public relations campaigns get put on the back burner. Publicity is one area where most small business get can more bang for their buck. Where else can a business get more for their buck in exchange for a little time invested, and creativity? Some years ago I sent an article to a magazine by the name of Shoptalk Magazine, and they featured a story about the Haircut Hut Barber-shop Franchise which I ran for a period of ten years. The cost of the three page story was a typed letter, envelope and stamp. The magazine space in which the article appeared was valued well over three thousand dollars. Some areas in which publicity are overlooked in small businesses are anniversaries, addition of key employees, renovation, new web site, new location, new product line, strategic alliances, partnerships, etc. Top of the mind

awareness for small businesses must be developed in a systematic matter. The best way to accomplish such a huge task is to attack your campaign by developing a systematic public relations campaign around specific things that occur in your business. Look how McDonalds capitalized on the number of hamburgers sold. They leveraged the number of sales into one of the biggest publicity campaigns. Small businesses can also leverage newsworthy events that happen in their business on a regular basis. The art of the big deal should be a business owner's primary way of thinking. If you do not make a big deal out of the accomplishments of your business no one else will think second about it, matter of fact no one will know about your great news. Newspapers need news. We live in an information society, and if newspapers can get a great story for free most newspapers will cover your story if it fits their need for specific content.

The greatest thing about publicity is that it is just the beginning when your article first appears in a publication. Your featured article can now be copied and sent to friends, you can use it in a press kit or put it on your website, or event use it in your online newsletters. Publicity is a door opener and if used correctly it can open many more doors and get you many more features. The hardest thing about a publicity campaign is to get it rolling; it has a snowball effect once you get started. One added benefit, people tend to support the product and services in which they are familiar with on a regular basis. Both large and small companies benefit from publicity. There is no such thing as any company being too well known.

Phil Andrews is CEO of P.A. Public Relations Co. He is also host of the Power Networking Series Business Seminar Series. To be placed on the email list for upcoming Power Networking events, email the Power Networking Series at philandrews2001@gmail.com

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Kam Williams

Laurel J. Richie The “WNBA” Interview with Kam Williams

Headline: WNBA President on Her Life, the League and the Olympics

Laurel J. Richie has more than three decades of experience in consumer marketing, corporate branding, public relations, and corporate management, with a long track record of developing award-winning campaigns that transform brands and drive business results. As President of the Women's National Basketball Association (WNBA), she oversees all of the league's day-to-day business and league operations.

Prior to joining the WNBA in 2011, Richie was Senior Vice President and Chief Marketing Officer for Girl Scouts of the USA, where she was responsible for the Girl Scouts' brand, communications, publishing, marketing, and web-based initiatives. She also spent time at the advertising agency Ogilvy & Mather, where she worked on a series of campaigns for prominent clients, including American Express, Pepperidge Farm, Pond's, Huggies, and Kotex. She sat on Ogilvy New York's Operating Board and was a founding member of the agency's Employee Advisory Council on Diversity and Inclusion.

Richie's pro-bono clients have included the Museum for African Art, the Hospital for Special Surgery, and the New York City Commission on Human Rights. In addition, she has mentored young women and girls as part of Big Brothers Big Sisters, the 4A's Multicultural Advertising Intern Program, Xavier University's Youth Motivation Task Force, and the Advertising Educational Foundation.

A recipient of the YMCA's Black Achiever's Award and one of Ebony Magazine's Outstanding Women in Marketing and Communications, Richie was named one of the 25 Influential Black Women in Business in 2011 by The Network Journal. A graduate of Dartmouth College with a bachelor's degree in policy studies, Richie lives in New York City.

Kam Williams: Hi, Laurel, thanks for the time.

Laurel J. Richie: Thanks, Kam.

KW: What interested you in going from the Girl Scouts to the WNBA?

LJR: Early on in my career, when I was working at an advertising agency, I went to a very senior-level meeting and I distinctly remember the inside of the boardroom: every single seat was occupied by a man. In that moment, I made a private promise to myself that I would do everything in my power to bring more diversity to these rooms where leaders gathered and decisions were made. As my career unfolded and I worked on a wide range of clients and gained experience across lots of different industries, the busi-

nesses I enjoyed the most were those that focused on women. This passion really came to the forefront when I made the move from advertising to the Girl Scouts and then, very clearly, when I made the decision to join the WNBA. As the longest-running women's professional sports league in the country, the WNBA is a great product comprising 132 of the best female athletes in the world. And when you look beyond the players to owners, coaches, trainers, accountants, and chief operating officers -- it's a wonderful example of what women can achieve in sports and in business.

KW: How do you hope to generate greater interest in the league and its superstars like Maya Moore and Candace Parker?

LJR: The summer of 2012 is turning out to be very special. We are celebrating the 40th anniversary of Title IX and the Olympics are taking place in London, and we have seen increased interest in and exposure of our players. The WNBA is very proud of the fact that all 12 members of the U.S. Women's Senior National Team are WNBA players. For them to represent our country on an international stage is terrific. Millions around the world will see them and have the opportunity to get to know them not only as great athletes, but as interesting and inspiring women.

KW: Why is there seemingly a stigma on women's athletics which is reflected in a lag in the WNBA's ratings in comparison to the NBA's?

LJR: We are a young league -- now in our 16th season -- and we have seen our attendance and viewership increase for each of the past five years. Our growth is a direct result of the fact that our game is exciting and highly competitive, and our in-arena experience is a ton of fun. Once people come to a game, they are hooked. In many ways, I think the WNBA is changing the way America views women and is having a positive impact on the way America views professional athletes. We're showing the world what women can be as athletes and what athletes can be as citizens.

KW: To what do you credit you're not only climbing the corporate ladder but breaking the glass ceiling and reaching the pinnacle of success in the business world, a rarity for African-American females?

LJR: My parents. As far back as I can remember, their commitment to making a positive impact on the communities in which they lived and worked was equal only to their commitment to helping my sisters, brother, and me achieve our dreams.

KW: Tell me a little about what mentoring young black girls means to you?

LJR: Throughout my career, I have benefited from the experience and counsel of a wide range of people who took a very personal interest in me. As a result, I am always happy to share lessons learned from my journey with others. I am particularly passionate about mentoring young black girls. While we are a very diverse group, there is a special bond that connects us to each other. When I work with them, I see them in me and I believe they see me in them. By coming together, we are able to show the world the power and the promise of black girls.

KW: Will part of your mission involve also encouraging your WNBA players to see themselves as role models and to devote more of their free time to mentoring?



Laurel J. Richie

LJR: I don't have to encourage our players to be positive role models, as that is something that has always been important to them and something that they very willingly embrace. Whether it's through the WNBA Cares program or through their own initiatives, WNBA players give as much off the court as they do on the court. They are committed to making a positive impact on the communities in which they live and work, and they do it in very different ways: Tamika Catchings and Swin Cash mentor young girls on self-esteem through their foundations; Tina Charles helped build a school in Africa with her personal donation; Ruth Riley travels the world to bring attention to global diseases. The list goes on. I am very proud of all our players as they truly are inspiring role models for young girls -- and young boys.

KW: How would you like the world to perceive the WNBA players participating in the Olympic Games this year?

LJR: On a professional level, these athletes are quite simply 12 of the best female basketball players in the world. On a personal level, each one has an interesting and unique story to tell about her journey to the Olympics. Over the next two weeks -- and beyond -- I would like the world to get to know them as athletes, citizens of the world and fabulous women.

KW: What other changes do you envision implementing during your tenure?

LJR: We will continue to focus on attendance and income, as those are our key measures of bringing more and more people to the game and growing our fan base. We are actively doing outreach to organizations that appreciate and value the WNBA in order

to build an even more robust group of sponsors and partners.

KW: What do you hope will be your WNBA legacy?

LJR: I don't spend much time thinking about my legacy; my focus is on the legacy of the league and of the athletes who give their all on and off the court. We are, and will continue to be, the destination for the best women's basketball players in the world. Every day we strive to provide our fans with an exciting and entertaining experience.

KW: Do you think there is a need to expand the participation of African-American females in the field of sports media?

LJR: I would love to see more African-American females engaged in all aspects of sports. All of the research tells us that participation in sports has a very positive impact in both the short and long term. Girls who participate in sports have a higher self-esteem and are more likely to graduate from college, and 80 percent of female executives played team sports growing up.

KW: What advice do you have for anyone who wants to follow in your footsteps?

LJR: Dream big and stay true to yourself as you pursue your dreams.

KW: Thanks again for the interview, and best of luck with the WNBA and the Olympics.

LJR: Thanks.

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Arts & Entertainment

African Folklore

Why Men should not trust their girlfriends

Long ago, there was a hunter who lived with his mother. This hunter killed no other animal but elephants. Every time he went out to hunt, he killed an elephant.

So the elephants met and appointed one of their leaders to find out why this man would kill no other animal but elephants. The elephant was also to find out why the hunter was never harmed. The elephant appointed to meet the man changed into a beautiful girl. Once when the man was hunting, he saw this beautiful girl and fell in love with her. She told him that she was lost and couldn't find her way home; she would be glad if he would let her go with him.

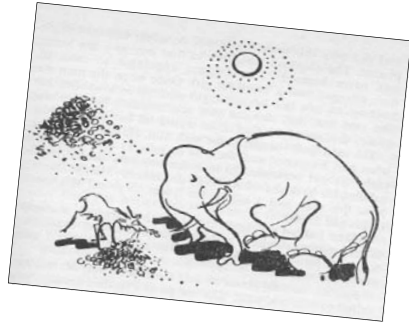
The man took the girl home with him. He told his mother what had happened and she was as jolly as could be. That night the girl pretended to love the boy very dearly. While rubbing his back she asked, 'Why do you only kill elephants?' Now this man had a secret. He began to reveal this secret to his girlfriend.

'When I shoot an elephant,' he said, 'I turn into a stump. When another elephant is shot I turn into a bird. If another is shot I turn into grass and if still another is shot I turn into a lizzard.'

Just as he was about to tell the last secret, his mother called to him and said, 'Do not go any further because you don't know who this girl is.'

The next day the girl took a bucket and pretended to go for water. However, straightaway she went to the elephants and told them all she had learnt. Three weeks later, the man went out hunting. He shot one elephant and turned into a stump. The elephants chased the stump. He shot another elephant and

changed to a bird. Still he was chased, and after shooting an elephant, he turned into



grass. They continued to chase him. Another elephant was shot and he turned to a lizzard. The elephants decided to chase him until he was caught. The hunter ran into a garden, shot an elephant and immediately turned to an egg-plant. The elephants had followed the lizzard who was the hunter, but they couldn't find him anywhere. They were so tired and angry that they turned on their leader. 'You have deceived us!' they shouted. The elephants killed the one that had been appointed to find out the man's secret.

When the hunter went home, he told his mother what had happened and promised that he would always obey her. Never would he tell all of his secrets to a girl friend.

In much of Africa, the traditions, customs, philosophy, and wisdom of the tribes are bound up in folklore. These stories, tales, often outrageous to a point of disbelief, impart knowledge, morals, and fortitudes in difficult times. *Why men should not trust their girl friends* is just one example of the kinds of stories African parents tell their offsprings to guide them from the dangers of this world. There is a moral to each folktale.


What is the moral of *Why men should not trust their girl friends*?

If you guess the moral of why men should not trust their girl friends, write to us.

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December 2012

Fri. 08 Dec Flick Clique-Film Screening and Discussion—7:00pm -9:00pm "Before They Die" . Documentary chronicling the survivors of the 1921 Tulsa Race Riot and their quest for justice.

Sat. 22 Dec Annual Holiday Arts & Crafts Festival—12:00pm-5:00pm, Admission free (Vending opportunity. Call 516-572-0730 for registration info). Artists and artisans will be on hand for our annual Holiday Arts and Crafts Festival. Shopping.

Mon 31 Dec "Jubilee" - A Historical Presentation—refreshments, music and dancing. \$40/per person (under 18, accompanied by parent -free) 9:00 pm -12:30am.

JANUARY 2013

Fri. 11 Jan—Flick Clique-Film Screening and Discussion—7:00pm-9:00pm "Pinky" Pinky, a light-skinned black woman, returns to her grandmother's house in the South after graduating from a Northern nursing school. Pinky tells her grandmother that she has been "passing" for white while at school in the North. In addition, she has fallen in love with a young white doctor, who knows nothing about her black heritage.

Sat. 19 Jan—Living History Theater & the MLK Birthday Celebration Committee present "Noble Lofton, Buffalo Soldier", 7:30pm -9:00pm—Corporal Noble Lofton reminisces about his family, life under slavery, gaining his freedom, and his experience as a Buffalo Soldier.

FEBRUARY 2013

Sat. 2 Feb-31 Mar Exhibit: "400 Years Without a Comb" The Morrow Collection of ancient to modern devices used to treat and style hair.

Fri. 09 Feb "Rising from the Rails: The Story of the Pullman Porter" Documentary based on the book by Larry Tye takes a look at the stories of the Pullman Porters, the African-American men who acted as high-class servants to the rich passengers of luxury trains at a time when they represented the most elite form of travel.

Sat. 9 Mar Dr. Leroy L. Ramsey Lecture Series. William Loren Katz -Guest Speaker, (Noted author of "Black Indians", "Black Cowboys" and "Witness") Presents "Black Women of the Old West" Lecture and Book-Signing. 2:00pm -4:00pm

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