

One Nation News

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LETTERS

Don't let the stress of this year's election get you down

By Simon Anderson
ARA

This presidential election seems like it has lasted an eternity, and to many people in the United States, it is a critical one. This has both good and bad consequences.

On the one hand, interest and participation is at an all time high, as citizens take seriously the responsibilities that accompany the right to vote.

On the other hand, intense candidate scrutiny has passions running very high and straining relationships as people press for their candidate. In addition, many people are finding this election cycle very stressful as their emotions rise and fall depending on the daily polls and news coverage.

Dr. Patrice Alvarado, associate professor in clinical psychology at the Argosy University, Washington, DC campus, offers a few tips to help people manage their passion, but let go of the stress.

Dr. Alvarado recommends:

Get active

If you find yourself watching election coverage hourly and worrying and ruminating about how things are going, get active on behalf of your party or candidate.

Instead of just worrying, go down to your local county or precinct office and sign up to help canvass or register voters. Make calls from home based on lists sent to you electronically.



There are many other things to do including buy a bumper sticker or a yard sign, attend a rally or donate money to a candidate's campaign.

People are finding this election cycle very stressful as their emotions rise and fall depending on the daily polls and news coverage

Becoming active and working with others on behalf of a candidate will help combat helplessness and promote a feeling of empowerment.

Get perspective

When it comes to your important relationships with others, realize that party affiliation or candidate preference is a very minor part of who a person is.

Do not let political preferences act as a wedge between loved ones, coworkers, life-long friends, church members and neighbors. Keep in per-

spective the many areas of understanding, commonality and connection between you and those close to you and minimize the differences that are based on political preferences.

Don't talk politics at work

Since politics, like religion is often very tied with our emotions, it is best to avoid political arguments with coworkers. Discussing politics in

groups where there are significant differences is one more way to become divided from each other.

It is often easier to realize ways we are divided, but the struggle of finding common ground is well worth the effort because it results in a positive workplace environment.

Look for one or two like-minded coworkers to talk with individually at lunch, break time or on the weekend to talk about politics. A general rule of practice is to avoid controversial topics with larger groups.

Be compassionate to yourself

Be kind to yourself and turn off the television before the point of election campaign overload.

"For some, it may be best to realize that this time is and will be stressful and to simply accept this as a product of caring deeply about our country and our world," Dr. Alvarado said. "Lastly, remember it will all be over in November."

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Wisconsin county sees 70 percent drop in infant mortality

News:
By Joe Johnson/Associated Press

The rate of African American infant mortality has dropped 70 percent in Dane County in a recent five-year period and state officials hope to expand the efforts in Wisconsin.

Minnesota's next-door neighbor has the nation's highest African American infant mortality rate, which is the rate at which babies die before their first birthdays.

In Dane County, health officials said the drop is due to more prenatal care, increased community support and fewer African American children being born prematurely.

At a meeting in Madison, doctors and nurses discussed the state's efforts to curb infant mortality and learned about Dane County's success.

The county's African American infant mortality rate had been about 19 deaths per 1,000 births until 2001. Then following up on suspicions that it was dropping, the health department found that the rate fell to about two deaths per 1,000 births in 2004 to 2006.

Dr. Thomas Schlenker, director of the Madison-Dane County Health Department, said health department workers initially thought the drop might be a blip or a mistake because relatively few African American babies are born in the county and the racial gap had gone on for so long.

He said they confirmed that there was no decline in African American births, which would affect the trend.



Model pictured.

In fact, those births grew to about 450 a year. About 4.4 percent of Dane County's population is African American.

They then expanded the time period to make the statistics stronger and determined that the rate was six deaths per 1,000 births from 2002 to 2006. That would mean a drop of nearly 70 percent from previous years.

The state's African American infant mortality rate is more than 17 deaths per 1,000 births, according to the U.S. Centers for Disease Control and Prevention.

Southeast Wisconsin boasts even higher rates.

Nationally, the infant mortality rate is about seven deaths per 1,000 births. For African Americans, it's 13 deaths per 1,000 births.

Karen Timberlake, secretary of the state Department of Health and Family Services, said infant mortality is a top priority.

Schlenker said Dane County's improvement meant that 29 lives were saved from 2002 to 2006 and \$5 million in savings on treatment of premature babies.

The county didn't make a special effort to address the problem, he said, but several long-standing programs continued.

Others at the meeting said churches and other networking groups were helping women find prenatal care.

The U.S. infant mortality rate is about seven deaths per 1,000 births. For African Americans, it's 13 deaths per 1,000 births

Carola Gaines, a member of the Madison-area's African American Health Network, said her group plans to form focus groups of young mothers to ask them what they think is being done right.

The city-county health department has applied for a grant from the UW School of Medicine and Public Health to study the trend and compare it to Racine County, which has about the same number of births but has a African American infant mortality rate four times higher.

Sabrina Gilliam, 21, of Madison, who has a four-month old daughter, said she got help from a nurse at a city-county health department. She learned she was pregnant as she was about to start college and had no place to live.

Gilliam said the nurse told her about breast-feeding classes, how to improve her diet and even arranged for paid cab rides for doctor visits. The nurse also directed her to a home for pregnant women and new mothers, she said.

"I don't know what I would have done

with her," said Gilliam, who is now planning to enroll in college in Madison.

Because of its success with infant mortality rates, a \$500,000 grant will fund a study of how Dane County has cut the mortality rate for African American babies and how the success could be repeated elsewhere.

Plans also call for studying nearby Racine, where the infant mortality rate is four times higher, and other areas.

University of Wisconsin-Madison medical researchers and the Madison-Dane County Health Department will do the analysis.

The grant is from the Wisconsin Partnership Program created with money paid to the state when Blue Cross and Blue Shield of Wisconsin became for-profit.

Infant mortality rates are kept for various nations around the world and are considered quality-of-life indicators. The definitions may vary by nation. The United States reports every case of infant mortality, it has been suggested that some other developed countries do not.

The United States counts all births as live if they show any sign of life, regardless of prematurity or size. This includes what many other countries report as stillbirths. In Austria and Germany, fetal weight must be at least 500 grams (1 pound) to count as a live birth.



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Apartheid era entrepreneur respected by all South Africans

Johannesburg, South Africa - When Richard Maponya did well as a clothes salesman, his white boss could not promote him under the rules of apartheid.

So the boss offered instead to sell Maponya damaged clothes for cheap. Maponya resold the clothes after work and on weekends and earned enough to go into business himself.

Today, the 81-year-old owns supermarkets and car dealerships, as well as the biggest mall in Soweto.

Maponya is the most prominent in a small club of early black businesspeople who have proved what an important role black entrepreneurship can play in building South Africa. Yet, his success also stands out for how rare it is in a country where a quarter of the workforce, most of it black, is unemployed and most black people still struggle in poverty 14 years after white rule ended.

"The role models coming to the fore is important, the success stories coming to the fore is important," said Neren Rau, chief executive officer of the South African Chamber of

Commerce and Industry. "But, we're still not getting to the point of the gap closing" between rich and poor.

He was told black people should only think of themselves as "temporary sojourners" in the 87 percent of the country reserved for white people

Maponya showed early signs of entrepreneurial instincts. As a boy, he dammed a stream in the northern South African hills where his family raised dairy cattle, drew water from his pool for a vegetable plot, then sold the cabbages and tomatoes to earn extra money.

Yet, he did not at first consider a career in business. He studied to be a teacher, about as high an aspiration as a black South African could have in the 1940s.

He arrived in Johannesburg a 24-year-old graduate of a teaching college in 1950, a year after the white government adopted a series of laws to keep the races apart and black people in servitude. Maponya had a con-



Richrd Maponya. (AP)

tract to teach in Alexandra, a neighborhood of middle-class black homeowners, until the government began stripping them of their property rights in the 1960s.

Maponya never made it to the school. Soon after reaching Johannesburg, he heard by chance of a white business looking for a sales assistant and offering four times a teacher's pay. He went for an interview and got the job, helping choose stock for a line of clothing sold to poor black people at stores in rural areas and near mines.

With Maponya advising on what customers wanted, sales rose so quickly his white boss was given a promotion. That's when his boss took him aside to apologize that he could not be promoted as well, because that would mean putting a black man in charge of white workers.

The boss offered Maponya damaged clothes, which he sold to customers on a "pay as you buy" basis -- the term he coined for what's known today as layaway. The practice helped his business spread by word of mouth.

By the time jealous colleagues cut off his supply of factory seconds two years later, he had saved 50,000 South African pounds, the currency in use at the time. It was a considerable amount at a time when a nice shirt cost 25 cents.

"I thought I was going to start the first retail clothing store in Soweto," Maponya said.

White bureaucrats thought differently. He was told black people should only think of themselves as "temporary sojourners" in the 87 percent of the country reserved for white people.

"They would say, 'If you want to become a businessman, you must go to where your father was born to find opportunity,'" Maponya said in an interview near the pool in the garden of his grand home.

The house sits in what was once a whites-only Johannesburg neighborhood that is a short drive -- and a lifetime away -- from Soweto, which was envisioned by apartheid's architects as little more than a vast dormitory for black workers. His portrait in oil greets visitors near the door, its broad shoulders nearly life-size.

Maponya, who describes himself as "just a stubborn young man who never used to take no for an answer," went to a young Soweto lawyer named Nelson Mandela for help. Mandela was not able to get Maponya a business license, but was able to get him a small-scale trader's permit.

"I did not hesitate at all," Maponya said.

His sure touch for suits suddenly didn't mean much. He drew on his days on his family's dairy farm. He started out selling milk in the small quantities preferred by his neighbors, many of whom did not have electricity or refrigerators. Within six months, his business had grown from 10 employees to 50.

Maponya invested his milk profits in land and other businesses and now is the patriarch of a family enterprise with wide interests.

For pioneers like Maponya, the desire "to prove whites wrong" may have been what kept them going, said Mthuli Ncube, who heads the new Centre for Entrepreneurship at Johannesburg's University of the Witwatersrand. He tells his students they need passion, as well as to learn the basics of reading balance sheets and drafting business plans.

"Maybe one needs to be angry, but you have to channel it in a positive way," Ncube said.

Maponya acknowledged there were times when anger drove him.

"I've never failed in whatever I've tried to do. It wasn't my failure I was being denied the opportunity. I kept fighting," he said.

His Maponya Mall is a case in point. He bought land with plans to build a mall, but it took 28 years before he could find banks and partners willing to take what they saw as the risk of building in Soweto, even though Maponya knew many of its 1.5 million people -- a third of Johannesburg's population -- regularly trekked to white neighborhoods for upscale shopping.

The deal finally closed in 2001-02, though Maponya misspoke as he related the story, saying it was in "2021-2022." Corrected by his niece, a deep laugh rumbled from his large chest: "I'm very much ahead of time."

He has stayed in touch with the lawyer who helped him get started,

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Dem leader says GOP blaming crisis on people of color

News:
By Glen Johnson/Associated Press

Boston - Rep. Barney Frank in recent weeks said Republican criticism of Democrats over the nation's housing crisis is a veiled attack on the poor that's racially motivated.

The Massachusetts Democrat, chair of the House Financial Services Committee, said the GOP is appealing to its base by blaming the country's mortgage foreclosure problem on efforts to expand affordable housing through the Community Reinvestment Act.

He said that blame is misplaced, because loans under the act are issued by regulated institutions, while far more foreclosures were triggered by high-cost loans made by unregulated entities.

"They get to take things out on poor people," Frank said at a mortgage foreclosure symposium in Boston. "Let's be honest: The fact that some of the poor people are black doesn't hurt them either, from their standpoint. This is an effort, I believe, to

appeal to a kind of anger in people."

Frank also dismissed charges the Democrats failed on their own or blocked Republican efforts to rein in the mortgage companies Fannie Mae and Freddie Mac. The federal government recently took control of both entities.

House Minority Leader John Boehner of Ohio called Frank's remarks "a lame, desperate attempt to divert Americans' attention away

from the Democratic party's obstruction of reforms that would have reined in Fannie Mae and Freddie Mac and helped our nation avoid this economic crisis."

"Congressman Frank should retract his ridiculous statements and start taking responsibility for the role he and other top Democrats played in putting Main Street Americans in this mess," Boehner said.

Frank said Republicans controlled Congress for 12 years and passed no regulation, while Democrats passed a Bush White House Fannie and Freddie regulation package since gaining control of the House and Senate in January 2007.

Hotel by a group of protesters who argued the money would be better spent on community problems. They chanted, "Money for the people, not for the banks."

One of the protestors, Nan Genger, said, "You keep the money in our schools and communities; that's how you stimulate the economy."



Rep. Barney Frank, D-Mass. (AP)

Frank dismissed the criticism, saying the bailout package was aimed at restoring the country's credit markets, which affect everything from home and auto loans to the state's ability to issue bonds for cash to pay its bills.

"As far as Wall Street is concerned, here's the deal: Some of them behaved badly. You know what? They have so much money that they're going to live well no matter what we do," Frank said.

"This is to help people from being laid off in automobile sales rooms because you don't get the credit to buy cars on cash, to help small businesses to get their inventory. When credit gets choked off, it's the middle-income people who get hurt. The guys on Wall Street, if they never earned another nickel, would live better than they have any right to live."

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'Who are you calling terrorists?' cry RNC protestors

They pretended to throw firebombs at cars and buildings. Met in training camps to talk about guerrilla warfare, kidnapping and bomb-making. Drew up maps detailing possible targets.

The eight people arrested ahead of the Republican National Convention say they were just exercising their protest rights. But, each faces a felony charge accusing them of advancing terrorism, raising questions about who qualifies as a "terrorist" under state law.

Prosecutors say the defendants created fear in an attempt to keep delegates from attending the convention. Civil rights advocates and others say prosecutors are misusing a statute that defines terrorism too broadly.

It's no small distinction. The defendants face up to 7-1/2 years in prison if convicted.

"Political demonstration that turns rowdy or violent may involve criminal activity, but to call it terrorism is losing all sense of perspective," said Jameel Jaffer, director of the ACLU's national security project in New York. "The government is pushing the envelope."

The definition of terrorism has shifted over the years. But since September 11, 2001, the federal government has been fairly consistent in applying anti-terrorism laws and sentencing enhancements to cases of suspected international terrorists or people making large-scale threats, said Stephen Vladeck, associate professor at American University Washington College of Law.

"One of the biggest concerns among scholars who debate the definition of

terrorism is that an overbroad definition would both dilute the real sense of terrorism and punish conduct that has traditionally been a far more minor offense," Vladeck said.

"We have to be increasingly careful, especially in today's climate, to separate out traditionally relatively petty criminal offenses from those to which we add the terrorism label."

"Political demonstration that turns rowdy or violent may involve criminal activity, but to call it terrorism is losing all sense of perspective"

Vladeck said the St. Paul cases are interesting because he thinks Ramsey County prosecutors are calling an act terrorism where the federal government would not.

The defendants, ranging in age from 19 to 33, are members of an anarchist group called the RNC Welcoming Committee.

The group had a website on which it advocated plans to "Crash the Convention" with road blockades and other actions and offered logistical support.

The Minnesota statute, among other qualifications, says a crime furthers terrorism if it's intended to interfere with the conduct of government or the right of lawful assembly.

"In this instance, the clear intent of the RNC Welcoming Committee, as expressed on their own website, was to stop the delegates from getting to the Xcel Energy Center," Ramsey County Attorney Susan Gaertner said.



St. Paul PD officers during RNC. (Courtesy: Getty Images)

The statute was enacted in 2002 at a time when many states were creating anti-terrorism laws. At least one of the authors said it was intended to be broad.

"We were talking about domestic and international terrorism in whatever way, shape, or form it took as it affected us back in Minnesota," said Rich Stanek, the Hennepin County sheriff and former chairman of a House public safety committee.

He said the bill's authors didn't have specific events, such as convention protests, in mind. Rather, they focused on the planning of a crime and the criminal acts themselves.

"The statute, I think, is sound," he said.

John Kingrey, director of the Minnesota County Attorneys Association, said he's not surprised the statute is being used in this case.

"If they were creating fear ... the potential for extensive damage ... it probably would be appropriate," he said.

Similar issues were raised in New York in 2004, when some gang members were indicted under that state's anti-terrorism statutes for a 2002 gang-related killing and for allegedly trying to "intimidate or coerce" others in their Bronx neighborhood.

Critics said the charges blurred the line between common street crime and terrorism.

Still, one of the gang members was convicted last year -- the first time jurors found a defendant guilty under New York's statute.

The prosecutor in that case had said the terrorism charge was appropriate -- just as racketeering laws aimed at mobsters have since been used to prosecute other crimes.

Gaertner said that in Minnesota, the law is clear.

"The Legislature, when they created the anti-terrorism statute, made a clear choice to have it cover violent acts that were intended to disrupt people's right of lawful assembly," Gaertner said. "People think of terrorism as foreign extremists blowing up vehicles or flying airplanes into buildings. The Legislature saw it as broader than that."

Jordan Kushner, an attorney for one of the defendants, said applying the anti-terrorism statute is "abusive."

"People have been labeled terrorists for trying to organize a mass demonstration against the Republican National Convention," he said. "It's outrageous that you would be charged with terrorism for that."


More than 800 people were arrested in St. Paul and Minneapolis during the convention. Most arrests were for various misdemeanors, which, under state law, would carry a maximum sentence of 90 days, or \$1,000 fine.

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BUSINESS NATION

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EMPLOYMENT:

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TRENDS:

**Barter becomes a big
deal for many as cash
becomes harder to
come by**

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Avoid the 'Junior Jinx' when hiring your kids

By Joyce M. Rosenberg
FOR ONE NATION NEWS

In Minnesota and around the country, millions of teenagers are starting their first jobs -- working in their parents' small businesses. Whether the experience is positive or negative can depend on a variety of factors, especially whether parent and child are able to put aside their familial relationship while they work.

Some small business owners say having their teens work for them has been a great experience, while others regretted it. Whether it works out depends on very individual factors -- the owner's personality and the teen's, how good their relationship is, the kind of business it is and whether there are other employees.

One thing is clear: Your child shouldn't get preferential treatment. That's bad for your other employees and it can set up absolutely the wrong expectations about working for your child. Mellanie True Hills said that when her son went to work in her suburban Dallas consulting business, she treated him as an individual but in much the same way that she treated other employees.



Models pictured.

"As my son, I understand his personality and so I'm really tailoring my approach to his personality," Hill said. But, she added: "To meet their individual needs, that's how you get the best results out of employees -- meet their needs and they will meet your needs." That doesn't mean there aren't some difficult moments.

"It tends to be things where he doesn't necessarily agree with me ... where he didn't feel like he was capable of doing some of the stuff I was

asking him to do," Hills said.

But at other times, he clearly was ready to accept new responsibilities. And there were still other times when she started to give him direction and he'd get a little testy, saying "I know how to do that!"

"It's mostly going to be pure parent-child stuff," she said of such situations. "He'd probably work differently if he were working for a boss who isn't a parent."

HIRING: turn to 12

Germs are your co-workers in home offices

By Joe Johnson
ARACONTENT

Working from home may provide many benefits, but a break from germs may not be one of them. Why? A recent workplace study revealed that desktops in home offices harbor more bacteria than desktops in traditional offices.

According to the U.S. Census Bureau's 2006 American Community Survey, nearly 5.5 million Americans worked at home, accounting for approximately four percent of the total workforce.

Thanks to recent studies that find home-bound workers to be highly productive, telecommuting rates are ever-increasing, as many employers hire new employees to telecommute right from the start.

In the workplace study conducted by University of Arizona and sponsored by The Clorox Company, researchers sought to compare bacteria levels on



common office surfaces in home-office and traditional-office environments.

Four times as many bacteria were found on home desktops compared to traditional-office desktops.

"Although telecommuting offers many benefits like increased productivity and morale, workers at home need to practice the same healthy habits as the rest of the workforce,"

says Dr. Charles Gerba, a microbiologist from the University of Arizona.

Samples were collected for the study from traditional-offices and home-offices in San Francisco, New York and Tucson. More than 400 surfaces were tested and samples were analyzed at the University of Arizona laboratories. The study shows home-offices are surprising offenders,

GERMS: turn to 8B

Briefly ...



Zune Users Now Have Free Access to McDonald's Wi-Fi

Microsoft signed a deal with public Wi-Fi provider Wayport and McDonald's restaurants that will give Zune users free access, no password or Web page log-in required, to hot spots in more than 9,800 McDonald's. This addresses a potential "gotcha" with the Zune's download-from-Wi-Fi feature -- the fact that users can't access any hot spot that requires a browser redirect (either to enter a password or accept terms). Now they'll have nearly 10,000 guaranteed places from which to buy or (with a \$14.99/month Zune Pass) stream music wirelessly.



AT&T profits hit by Apple subsidy

AT&T Inc.'s profits for the next two years will take a hit as it subsidizes the new low price of the latest iPhones, the company said. The news sent the carrier's stock down sharply. It closed down 65 cents, or 1.70 percent, at \$37.56. AT&T, which is the iPhone's exclusive U.S. carrier, put the cost at 10 cents to 12 cents per share for this year and next, or roughly \$600 million per year. The cheapest model of the new iPhone costs \$199. It was rolled out on July 11. A model with twice the memory will cost \$299. The phone is roughly half the price of the old one.



Discount stores have weak July

Consumers put off their shopping in July just months after tax rebate checks hit mailboxes. Though early summer started strong for U.S. retailer, it didn't continue. There are signs that many people are focusing on necessities such as food and gas. Discount and lower-priced stores such as Costco Wholesale Corp. and Wal-Mart Stores Inc. were among the hardest hit performers.

...

Index of Afronomic Indicators

African American vendor payouts (%) Scale is 1.00 for one dollar paid out to African American vendors:
Personnel: .9
Distribution: .1
Printing: .1
Office/Equipment: .0
Other: .4
Payout to African American vendors: 30 cents/dollar
African American small businesses, please join our Index by calling 612.861.9006



One Nation News Classifieds
Buy it. Sell it.

Don't be left out of the loop - make yourself fluent in 'Job Jargon'

By Joe Johnson
ARACONTENT

Log on to any jobs website or browse the employment pages of your local newspaper and you may feel as if you're reading a foreign language. Job ads have a jargon all their own, and understanding what employers are – and are not – actually asking for can better your chances of scoring an interview.

Whether you're a recent graduate starting out in your first career, or an established worker looking for a change, reading and responding to employment ads can be one of the most stressful aspects of job hunting. Reading ads well, however, is also key to a productive job search.

So how can you interpret job ads to determine what an employer is really looking for in a candidate? Career counseling experts at universities and technical colleges routinely advise students on how to read job ads. Here are some of their top tips on terminology and how to leverage your understanding of an ad into a solid cover letter, customized resume and – ultimately – an in-person interview.

GERMS: from 7B

though many surfaces in traditional-offices still contain high levels of bacteria.

"Surprisingly high germ levels in home offices may be due to the fact that people think their homes are already clean, or that the germs in their home offices are just their own and therefore harmless," Gerba says. "But, regardless of whose they are, there's a chance the germs can make you sick."

Previous studies have investigated

RESPECTED: from 4

even visiting Mandela in prison during the apartheid struggle. Mandela, by then retired as South Africa's first black president, was there to cut the gold ribbon when Maponya Mall finally opened.

Maponya is a celebrated and revered figure among South Africans, as awards like a recent honorary doctorate from a Pretoria university show. Angie Makwetla, another Soweto entrepreneur who at 61 is a generation younger than Maponya, has been inspired not just by what he has accomplished, but by what he will leave behind.

"One looks around in South Africa, one can actually count the old, black-owned family businesses on one hand," Makwetla said. "We need to start a legacy."

Maponya says that while politicians fought for the liberation of our country, "I was fighting for the liberation of our economy."

That day has not yet come, he said. Black people no longer have to break the law to own businesses, but the legacy of second-class black schools persists. Ncube's center just offered its first short course for unemployed but educated black people interested

To apply or not to apply?
"Reading some ads, you may think to yourself if the advertiser does find someone with all those qualifications he or she will be a water-walker," says Tom Allen, director of student and career services at DeVry University's Decatur, GA campus. In reality, most employers are hoping to draw candidates who meet 70 to 80 percent of the criteria listed in their ads, Allen says. "If you have 70 to 80 percent of what they're looking for they're probably going to call you in for an interview."

"If you have 70 to 80 percent of what they're looking for they're probably going to call you in for an interview"

"Too many times graduates read the job posting and take it literally, when in fact the ad represents the 'ideal' or 'perfect' candidate, the 'Walden's Pond' of job seekers, if you will," says Dave Fogg, associate director of career services at DeVry University's Mid-East Metro campus.

"All of the experience levels in the ad are not necessarily what the employ-

bacterial and viral levels in traditional office environments. In 2002, Dr. Gerba found that not only does the average office desk harbor 400 times more bacteria than the average toilet seat, but that cold and flu viruses were also found on office surfaces.

Today's workforce is spending more time at their desks -- the average work week steadies at about 47 hours according to Harris Interactive Poll -- and even more people coming into work despite being sick, illness-causing germs can run rampant.

This means longer hours spent work-

ing, and even eating, at your potentially germ-infected work area. So how can employees help reduce the spread of illness-causing bacteria and viruses?

One good way to help reduce the spread of surface germs is to regularly clean your personal workspace with an easy-to-use disinfecting wipe like Clorox Disinfecting Wipes.

Using just one disinfecting wipe as directed can dramatically reduce the bacteria and viruses that may make you sick.

powerment" programs was encouraging established white businesses to share their wealth through stock transfers to black employees, for example. Maponya said the government should have concentrated on creating institutions to lend or grant capital to young entrepreneurs.

Earlier this year, the government-owned Industrial Development Corporation created a special 1 billion rand fund to finance entrepreneurs from "South Africa's marginalized groups." Shakeel Meer, an Industrial Development Corporation executive, said he looks to the next generation of entrepreneurs to create jobs.

As for Maponya's generation?

"The lesson that people can take from them," Meer said, "is that if it was possible under those conditions, there's no reason why it can't be possible now."



er must have, but instead a wish list if they could build their own model."

What they say and what they mean
"Self-managed." "Significant knowledge." "Proficient." "Entry-

level." "Experienced." These terms show up in many employment ads, but what do employers really mean when they use them?

• **Entry-level** means you'll be entering the company on the ground floor,

likely earning less than more experienced co-workers. Employers are typically looking for someone who has been out of college up to two years, Allen says.

• **Experienced** may mean experience in a particular field or position, or it might mean more general experience that can be applied to the specific job advertised. "Experienced candidates usually have been working for three or more years in the industry or have graduate degrees, which can account for some work experience," Allen says.

Some ads will ask for candidates with a "working knowledge of," "command of" or who are "proficient in" a certain task, software program or skill.

• **Working knowledge** will likely mean you need only be familiar with the criteria and understand what it's all about, but may not have necessarily done it yourself, Allen says.

• **Proficient** means you can handle a task or work with software, but may

JARGON: turn to 10

We learned to share when we were in grade school and we haven't forgotten how.



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TRENDS

Cash may have been king, but rough economy powers rise in bartering

By Eileen Alt Powell
ASSOCIATED PRESS

New York City - As the economy slows, a growing number of consumers are trying to find a wider market for their goods and services by offering to barter them.

Local newspapers and internet sites such as Craigslist are seeing a sharp rise in postings by people willing to swap their used cameras or baby-sitting services for other people's electric drills or guitar lessons, rather than taking cash.

Some of the ads reflect financial distress, such as one from a suburban San Francisco man who "will paint for groceries." Many others are from people trying to get rid of things they no longer want or need, or offering services such as lawn care, massages or riding lessons in their own neighborhoods.

Jim Buckmaster, chief executive officer of Craigslist, which is headquartered in San Francisco, said there were more than 120,000 barter posts

on the site in April -- double the total from a year earlier. He estimated that the number increased in May to more than 140,000.

"In the last down economy, we saw the barter category rise," Buckmaster said. "It's especially good for people out of work or having trouble making ends meet because barter is a way to get services or meet a need."

"Maybe more ends up flowing out of that relationship than the initial barter would have led you to expect"

In addition, he said, small business owners are showing more interest in barter because they can attract new customers and get goods and services they need for themselves.

Bigger businesses already have such capability, often exchanging goods and services through established barter exchanges.

Buckmaster says he thinks of bartering as "an inherent friendly and so-

ciable activity" compared with cash sales.

"Sometimes people enjoy getting to know somebody else," he said. "And maybe more ends up flowing out of that relationship than the initial barter would have led you to expect."

The main downside of bartering -- and one that many consumers are unaware of -- is that some barter transactions are taxable, according to the Internal Revenue Service.

The IRS describes as an example of barter a situation in which a plumber does repair work for a dentist in exchange for dental services.

"The fair market value of goods and services exchanged must be included in the income of both parties," the IRS says. That figure gets entered on Form 1040's Schedule C, which is titled Profit or Loss From Business, it adds. Despite possible tax consequences, barter can be a useful tool when economic conditions limit more traditional cash sales.

Robert Josefs, who owns a web design firm in Hillsboro, NJ said many

small businesses hurt by the credit crunch and rising oil prices are looking to barter.

"The attitude out there seems to be, 'I'll barter anything for gas,'" he joked.

While Josefs typically charges cash for his services, he said he's looking at doing some barter transactions. He sees possibility, for example, in designing websites for restaurants that want to pay in dinners or for dentists in exchange for dental work or for contractors in exchange for electrical work.

"I'm looking to expand my horizons," he said. "This way I can maybe get my foot in the door ... in new industries." On the other hand, the new clients "won't have to spend a lot of money" determining if the two sides have a lot to share, Josefs said.

Some communities -- including Ithaca, NY -- have tried to set up community service exchanges, while many businesses do barter deals through formal exchanges.

Tom McDowell, executive director of

the National Association of Trade Exchanges, based in Mentor, OH said the exchanges can facilitate a chain of transactions. NATE represents more than 50 exchanges in North America.

For example, a company that specializes in landscaping joins a trade exchange. The landscaper gets call from another business member, a printer, who wants gardening work done outside his building.

The landscaper does the work and gets a \$5,000 credit in the network, which he can "spend" as he wants -- say \$1,000 to get his truck fixed, \$1,000 on a new computer, \$1,000 on signs to put in yards advertising his work and \$2,000 on uniforms for his crews. The printer, in turn, might do a \$5,000 printing job for a local radio or TV station.

Participation is on the rise as the economy cools, McDowell said.

"Businesses have inventory they want to work off and they still have expenses," he said. "What they don't have are new customers, so they look to barter for that."

But, even companies with products or services in high demand shouldn't put all their eggs in the barter basket, he said.

"We normally tell business clients that they should not exceed five percent of their sales in barter transactions," McDowell said. "That's because they need cash to pay for supplies, for employees, for taxes."

And tax reporting isn't optional, he added. The exchanges are record keepers, so every deal that passes through is reported on an IRS Form 1099.



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Timberwolves ready to start the ‘Season of Love’

Aside from being tall, Kevin Love doesn't necessarily look like a basketball player.

The 6-foot-9 forward has a frame that is a little on the lumpy side. When he gets moving down the court, he doesn't glide so much as he lumbers, elbows out to his sides and head bobbing.

Outward appearances alone, including his skin color, may lump Love in with players like Adam Keefe, Nick Collison or even teammate Mark Madsen. But, the Minnesota Timberwolves' rookie is showing early in his first training camp that he could be so much more.

"Kevin's really underrated right now," Wolves guard Rashad McCants said. "I think they think of him as being undersized and one of those white boys that just has to go in there and bang.

"But, Kevin has a very good finesse game where he can step out and handle the ball and shoot the 3. I'm very impressed."

Love may have just turned 20 years old, but he has been fighting the stereotype of the big, slow, white guy for his whole basketball career. He averaged 17.5 points and 10.6 rebounds a game in his lone season at UCLA and was acquired by the

Wolves in a seven-player, draft-night trade with Memphis that sent USC guard O.J. Mayo to the Grizzlies for Love and Mike Miller.

Local reaction to the trade was resoundingly negative, with Timberwolves fans livid that Kevin McHale would let go of the silky smooth Mayo in the deal.

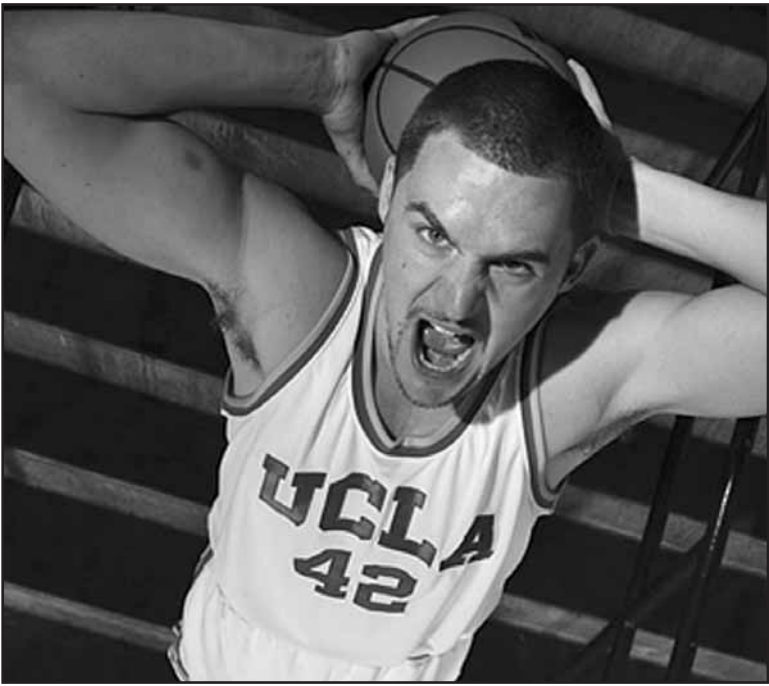
“He just told me to put it all out there on the court. And when you're off the court, be gracious, be a nice person. That's some of the best advice I've ever gotten”

But, the Timberwolves see Love as a player more comparable to Wes Unseld -- an undersized power forward and one of the best rebounders in league history -- than Brian Scalabrine.

"My middle name's Wesley after Wesley Unseld," Love said. "It's just been ingrained in my blood."

Love's father, Stan, played in the NBA for parts of four years in the 1970s after being the No. 9 pick in the 1971 NBA draft.

Timberwolves coach Randy Wittman has already started to see that pedigree, pointing to Kevin Love's basketball instincts that distinguish him



Kevin Love. (AP)

from most 20-year-olds.

"What he brings on to the floor, it's hard to teach," Wittman said. "Being at the right spot at the right time, those types of things. He has a knack for those things."

Stan Love didn't just teach his son how to shoot, dribble and rebound. The younger brother of Beach Boys lead singer Mike Love, Stan "did a lot of crazy things in his lifetime," Kevin Love said.

"He was a guy that kind of lived the

Beach Boy life with my uncle (Brian Wilson). He took it easy a little bit," Kevin Love said. "He taught me to have work ethic. I've always kind of been a self-starter, but he was always that push in the back for me.

"He just told me to put it all out there on the court. And when you're off the court, be gracious, be a nice person. That's some of the best advice I've ever gotten."

Though he grew up in Portland, OR Love's laid-back persona was the per-

fect fit for California cool UCLA. After one All-America season in Westwood, Love was picked fifth overall on draft night. But, the Grizzlies really coveted Mayo. When they offered up Miller in the deal and also agreed to take the contracts of Marko Jaric and Antoine Walker off Minnesota's hands, it was "a no-brainer," GM Jim Stack said.

Stack compared him to Atlanta Hawks forward Al Horford and Love is already showing his quick feet down low that allow him to get great position for rebounds. He can shoot the ball from the perimeter, get out and run the floor and prides himself on pinpoint outlet passes that start fast breaks.

"The first time I met Kevin, the first thing he said to me is, 'You're going to love playing with me,'" star forward Al Jefferson said.

There are plenty of questions still to be answered. Love acknowledges that he has weaknesses on the defensive end and how he will jell with Jefferson as part of a smallish front-court is still a point of intrigue.

"If there's doubters, I'm going to try my best to prove them wrong," Love said with a shrug. "If there's high expectations, I'm going to try to prove them right and then some. We'll just have to wait and see."

JARGON: from 8B
need some finer points clarified.

• **Command of** means you are fully experienced with a task, skill or software type, have used it yourself in past jobs and are able to instruct others in how it works.

Some ads will also stipulate that a certain skill or experience is "preferred." "Students tend to interpret that as 'required,' which isn't the case at all," says Amy Raab, director of

student and career services at DeVry's Columbus, OH campus. Again, the employer is describing their ideal candidate, but will likely be open to applicants with strong skills and experience, even if they lack the "preferred" criterion.

Their lips say no . . .
"When it comes to job ads and career fairs, 'Believe half of what you see and nothing that you hear,' " Fogg advises. "If an ad says three to five years experience, that doesn't mean the

employer won't take someone with only a college degree and hands-on experience from their education."

"Finally, listening and speaking well are the two most important skills in understanding a job posting and conversing about one in person," Fogg says. "All the skill sets available won't get you past poor listening and communication skills. If you can't interpret what is being said, then you can't respond properly."



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Sleek new B.B. King blues museum opens in Mississippi

Entertainment:
By Shelia Byrd/Associated Press

Indianola, MS - Translucent images of long ago, of African American men and women, backs bent, picking cotton under an unforgiving sun, are artistically displayed on standing glass panels in a museum carved out of an old brick gin mill in the Mississippi Delta.

They're a reminder of those who labored by day in a segregated society. But, at night they escaped to Indianola's Church Street to be entertained by a young man later known as B.B. King, who would throw his hat on the ground to catch coins as he conjured devil's music from his guitar.

More than a half-century after King left Indianola in search of fame, the \$15 million B.B. King Museum and Delta Interpretative Center has opened in his hometown and is as much a tribute to him and his blues music as the culture that inspired it.

King's museum is the latest attraction for the state's blues tourism industry, which ironically thrives because so little has changed in the predominantly of African American Delta

since King, Muddy Waters, John Lee Hooker and Robert Johnson got their start there. Enthusiasts from across the nation and overseas vacation in the flatland region, known for fertile soil, its past racial strife and its lingering, unfathomable poverty.

'You can't overestimate his impact and what he represents. He's virtually transcended blues music'

King, an 83-year-old multiple Grammy winner who still plays about 120 gigs a year, says he's honored the story of the blues is being told through the prism of his life.

"It's going to be educational to people, young and old, because it's going to talk about the origins of the blues. I'm just one who carried the baton because it was started long before me," he says.

The details may be different, but the narrative of his life is similar to blues musicians who came before him.

He was born poor and of African



B.B. King (AP)

American as Riley B. King in 1925. His parents split, leaving his grandmother to raise him before she died

while he was still a young boy. He grew up and as most of African Americans did in the Delta, he got a

string of plantation jobs. His last was at the cotton gin in Indianola. Somewhere in between, he began developing his playing style, described by some as a mix of Delta, Memphis and Texas sounds.

King started with gospel, but he noticed the spirituals drew more pats than tips at his perch on Church Street.

"I made more Saturday evening than I did all week driving a tractor," King says.

He became known as the Beale Street Blues Boy and then had the nickname Blues Boy, which he shortened to B.B. His career took off in 1948 af-

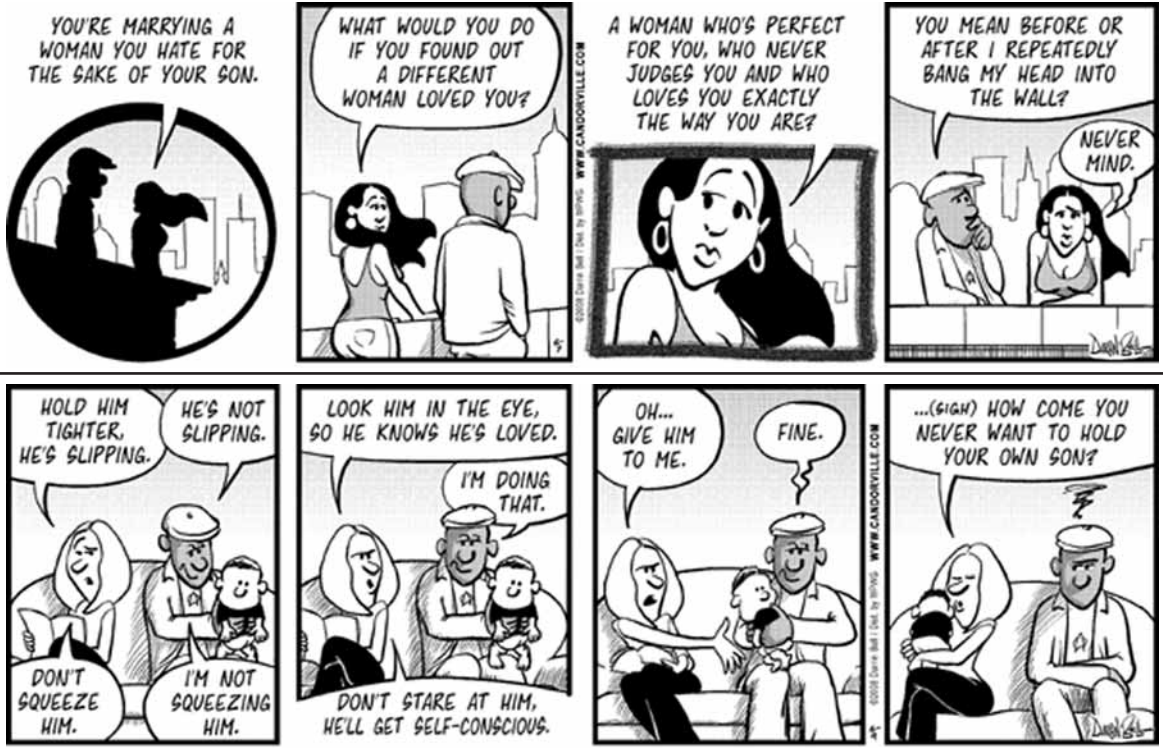
KING: turn to 12

COMICS/HOROSCOPE/LOTTERY

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Candorville

By Darrin Bell



Miss Anna's Horoscope



ARIES: (MARCH 21 - APRIL 20): You'd be better off if you didn't have to deal with people who think they know everything. There's no way you can be heard when others have a my way or the highway type of attitude. It could very well be time to get out of here.

TAURUS: (APRIL 21 - MAY 20): You're having a hard time admitting that you screwed up. Trying to build something lasting on a big fat mistake will catch up with you sooner or later. Telling the truth would be a hell of a lot easier than pretending everything's cool.

GEMINI: (MAY 21 - JUNE 20): You know you can't keep doing this - but letting it go could leave you in an unstable position. What you have to lose is nothing compared to what you will gain if you set your self free. Don't be afraid to stretch your boundaries.

CANCER: (JUNE 21 - JULY 20): Your relationship will work as soon as you learn how to stop taking care of whatever your partner refuses to deal with. You didn't come here to be a surrogate parent. They won't grow up until you stop treating them like a child.

LEO: (JULY 21 - AUGUST 20): Rejection issues are strong. This isn't your favorite place to be. Some of it is imaginary and some of it is real. If people seem to be putting you off don't take it personally. Sometimes the people we love have other priorities.

VIRGO: (AUGUST 21 - SEPTEMBER 20): You're plate has filled up with too much to do. Don't drive your self nuts thinking about it. You can do this if you just take one thing at a time. Be thankful that you're busy. It's distracting you from your real difficulties.

LIBRA: (SEPTEMBER 21 - OCTOBER 20): Doing the right thing isn't always what's right for you. You have a choice to make. Others will be upset and display all kinds of bad behavior if you can't agree to their terms. Don't let their tantrums affect your decision.

SCORPIO: (OCTOBER 21 - NOVEMBER 20): What you think you owe people is all in your mind. When you really look at this you'll see that you're the one who isn't getting their needs met. Instead of always being the one doing the giving, start think-

ing about what you deserve.

SAGITTARIUS: (NOVEMBER 21 - DECEMBER 20): If everyone else would settle down you'd feel a whole lot better. The chaos in their lives has shaken you up. All of this would be less stressful if you told them you've had it with their nonsense; would they kindly peddle it elsewhere.

CAPRICORN: (DECEMBER 21 - JANUARY 20): Interesting developments have blown you away. As good as this looks you need to be careful. Before you get too involved, check people out thoroughly. They either have ulterior motives or they can't give you what you want.

AQUARIUS: (JANUARY 21 - FEBRUARY 20): You've got a week or two before things get crazy. Thank God you're on the ball. It's hard to say what form the turmoil will take, but your ability to roll with the punches will lessen the stress and keep things from going haywire.

PISCES: (FEBRUARY 21 - MARCH 20): Your soul is dying to free it self from all the things that keep happiness at bay. Self help manuals and Oprah's advice won't resolve this. Your issues are too unique to categorize. Releasing them will call you to dig a little deeper.

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2. Two year Associates degree or equivalent degree in Criminal Justice, Corrections, Criminology, Psychology, Sociology, Social Work, Law Enforcement or a related field; OR
3. One year of full-time or full-time equivalent security experience in a correctional setting, such as a security hospital or state or county correctional facility; OR
4. Successful completion of an internship in a Minnesota Correctional Facility in a related security area; OR
5. Three years of full-time equivalent work experience.

• Please ensure that your contact information (i.e. e-mail address, mailing address and home/work phone numbers) is up-to-date so that we are able to contact you.

• A criminal history check will be conducted on the successful candidate prior to the start date, and new employees must be fingerprinted within the first 30 days of employment. Once a job offer is made, you must pass a physical examination based on the job responsibilities and drug test.


How to Apply:

- Submit your resume through Resume Builder, at www.doer.state.mn.us You must apply to Trainee - Corrections Officer/Posting #068526000001 to ensure consideration.
- If you wish to apply with a paper copy, submit your typed resume and an application form to:

Department of Employee Relations
200 Centennial Office Building, 658 Cedar Street
St. Paul, MN 55155-1603.

Please list Trainee - Corrections Officer/Posting #068526000001 in the Specific Opening area of the application form to ensure that you are referred to the appropriate vacancy.

Contact for More Information:
Barbara Wilson 651-361-7306 or email:
barbara.wilson@co.doc.state.mn.us



KING: from 11

ter performing on a radio program in West Memphis, leading him on a path that would make him an international icon and put him in a class by himself as the only living blues artist with his own museum.

With its sleek, linear design, the 20,000-square-foot museum carved out of the old cotton gin is a convergence of old and new. A touch-screen interactive allows visitors to choose topics of interest, ranging from King's childhood to facts about the Delta Flood of 1927. Music lessons are given through another interactive computer program with King instructing on a video as visitors finger chords on a guitar.

Elsewhere, vinyl blues records by Bobby Blue Bland and Blind Lemon, are hung near decades-old, yellowing contracts signed by musicians, who are now largely forgotten. A Panoram Soundies nearby broadcasts a Cab Calloway performance.

The museum also houses rare photos of Elvis Presley, King's draft card and, of course, Lucille, the storied guitar King used on such hits as "The Thrill Is Gone," "To Know You Is to Love You" and "Sneakin' Around."

The significance of the museum in the blues world cannot be overstated, says Mark Camarigg, publications manager of Living Blues Magazine, believed to be one of the oldest blues magazines in the United States.

"You can't overestimate his impact and what he represents. He's virtually transcended blues music in a lot of people's minds. He's on the level of a Sinatra or Willie Nelson," Camarigg says. "Because of his age, it's a great way for people to get a connection to him. Other than

HIRING: from 7B

That dynamic is why, when Susan Hagaman hired her teenage daughter, she made sure her daughter reported to someone else in the New York-based public relations firm, Blue Sky Communications.

"We have our own ways that we work at home. My daughter can wheedle me at home and I might give in," Hagaman said.

But, by putting teenagers to work for someone else, "they're slotted into the existing structure and they have to fit," she said. And that can take stress off a parent, who can be just Mom or Dad and not a direct supervisor.

Robert Johnson, he's probably the most important person in blues music."

Organizers are betting on King's appeal to draw \$8 from at least 40,000 visitors each year to keep the museum afloat. Connie S. Gibbons, the museum's executive director, says fundraisers also will be held and grants sought to generate money.

"Our mission is education," Gibbons says. "What we've done is use B.B. King's life and his experiences to talk about life in the Delta. It's his values, it's his work ethic, it's his commitment to work excellence that provide the inspiration for the message and the story we want to tell."

The museum is to be the centerpiece of the state's blues tourism effort that also includes a developing blues marker trail stretching from Memphis Minnie's grave in Walls, near the Tennessee border, to Farish Street in downtown Jackson, an historic of African American business district and home of the Alamo Theatre, where artists performed live.

The blues trail is a project of a state commission created to market the Mississippi's blues heritage in a region that flourished because of cotton before mechanization eliminated the need for most plantation jobs.

"What state can boast they have two kings -- Elvis and B.B.," says Steve Martin, a spokesperson for the Mississippi Development Authority, the state's economic development arm. "Just in the last two years, we've really capitalized on our blues heritage. In terms of economic, we see a lot of businesses sprouting up."

Tourism generated \$1.3 billion in a 14-county region of the Delta in 2007, according to MDA. The bulk of the money,

"You're treating them as you treat everyone else in the office," Hagaman said.

Mara Woloshin has some regrets about hiring her teen daughter.

"She did do the work, but what was ber-clear was it wasn't valued," said Woloshin, who owns Woloshin Communications Inc., a Portland, OR-based public relations firm. "It was, 'this is what mom says' versus 'this is what my boss says.'"

"They need other adult role models to provide instruction, guidance, to learn how to be adults," Woloshin said. "When you work for Mom and Dad, you're repeating the same pat-

\$1.1 billion, was spent in Tunica County, which has become a major market for casino gaming.

Carver Randle, an Indianola attorney who is also on the museum's board of directors, says the museum can be an instrument to improve the Delta on several levels. It has already been a "blessing in that it brought people together who ordinarily would not have come together," referring to the six years of African Americans and white people in the region worked together on the project.

King says much has changed since he left Indianola years ago, specifically fewer people working the land. But, the area surrounding his museum suggests otherwise. Ramshackle homes line narrow streets and small groups of people stand on street corners drinking beer not far from where King once played.

"No better thing could have happened to our town," Joyce Poore, manager of the Double Quik convenience store, says of the museum, adding that it stands as a symbol for the youth. "By him being a black man and to build the museum in his honor, that's progress."

Indianola Mayor Arthur Marble hopes the museum will "have a profound impact on the local economy," in his town of 12,000, a town that is 70 percent of African American. He says he's trying to establish a partnership with the city of Clarksdale, the location of the Delta Blues Museum and actor Morgan Freeman's nightclub, Ground Zero.

Marble is convinced that the blues tradition is what will help the Delta survive.

"I think we don't have a choice," Marble says. "It's the common thread we've got to exploit.

terms that you already have established."

Woloshin also questioned whether bringing a child into your firm isn't being too protective -- another manifestation of being a helicopter parent. This summer, her daughter got a job at a supermarket -- and has the satisfaction of knowing she went out and got the position by herself. Hiring your teen should be a business decision as well as a personal one.

While you might think it's time for your child to learn about responsibility and what it's like to hold down a job, these lessons shouldn't come at the expense of the rest of the company.