

Ann Arbor City Council Special Session: September 6, 2011
Email Redactions List Pursuant to Council Resolution R-09-386

<u>Sent Time</u>	<u>Received Time</u>	<u>To</u>	<u>From</u>	<u>CC</u>	<u>Redactions</u>	<u>Reason for Redaction</u>
9:16 PM	9:17 PM	Taylor, Christopher	Smith, Collin	Taylor, Christopher; McCormick, Sue; Harrison, Venita; Crawford, Tom; Higgins, Sara; Hupy, Craig	portions of the body of the email	privacy
8:37 PM	8:37 PM	Warta, Matt	Banka, Wendy		email address and property address	privacy

Greenshields, Rachel

From: Smith, Colin
Sent: Tuesday, September 06, 2011 9:16 PM
To: Taylor, Christopher (Council)
Subject: Re: Racquet Club - Huron

Hi Christopher -

[REDACTED]

I will be able to attend the meeting. 6pm at racquet club, correct?
Is there anything in particular that I should be prepared for?
Thanks, Colin

Sent from my iPhone

On Sep 5, 2011, at 9:09 PM, "Taylor, Christopher \ (Council)" <CTaylor@a2gov.org> wrote:

Oh Colin,

[REDACTED]

If you're in a position to talk Wednesday, I am occupied from 10:30 through probably 3, but should be otherwise available.

Thinking of you.

Christopher

Christopher Taylor
Member Ann Arbor City Council (Third Ward)
734-834-3600 (c) [New Number]
734-662-4426 (w) [New Number]
734-213-6223 (h)

-----Original Message-----

From: Smith, Colin
Sent: Mon 9/5/2011 7:26 PM
To: Taylor, Christopher (Council)
Subject: Racquet Club - Huron

Hi Christopher -

Hope you are enjoying the long holiday weekend.

[REDACTED]

Thanks,
Colin

Greenshields, Rachel

From: Kunselman, Stephen
Sent: Tuesday, September 06, 2011 9:05 PM
To: *City Council Members (All)
Cc: Postema, Stephen
Subject: Tuscola County Millage explanation

[http://www.tuscolacounty.org/forms/GF verses Special Millage Explanation.pdf](http://www.tuscolacounty.org/forms/GF%20verses%20Special%20Millage%20Explanation.pdf)

Greenshields, Rachel

From: Rapundalo, Stephen
To: Bowden (King), Anissa
Sent: Tuesday, September 06, 2011 8:48 PM
Subject: Read: 9/6/11 Agenda

Your message

To: Anglin, Mike; Beaudry, Jacqueline; Briere, Sabra; Crawford, Tom; Derezinski, Tony; Hieftje, John; Higgins, Marcia; Higgins, Sara; Hohnke, Carsten; Kunselman, Stephen; Postema, Stephen; Rapundalo, Stephen; Satterlee, Joanna; Schopieray, Christine; Smith, Sandi; Taylor, Christopher (Council); Teall, Margie; Walker, Nancy; Wondrash, Lisa
Subject: 9/6/11 Agenda
Sent: 9/6/2011 7:14 PM

was read on 9/6/2011 8:48 PM.

Greenshields, Rachel

From: Wendy Banka [REDACTED]
Sent: Tuesday, September 06, 2011 8:37 PM
To: Warba, Matt
Cc: Taylor, Christopher (Council); McCormick, Sue; Harrison, Venita; Crawford, Tom; Higgins, Sara; Hupy, Craig
Subject: Re: City Council Communication from Christopher Taylor (Sidewalks)

Hi Matt -

Are council action or block grants feasible options? What about low interest loans from the state (MDOT)?
http://www.michigan.gov/mdot/0,4616,7-151-9621_17216---,00.html

I also wonder if the federal Safe Routes to School mechanism could be used. Does the city have a map of sidewalks (or lack of)? If so, can I get a copy? It would be interesting to know which schools have the most missing sidewalks, since those might be the best candidates for applying for this kind of funding.
<http://saferoutesmichigan.org/funding>

And a few other links on the subject:

<http://www.walkinginfo.org/library/details.cfm?id=3963>
<http://www.cga.ct.gov/2010/rpt/2010-R-0431.htm>
<http://www.fhwa.dot.gov/environment/sidewalks/chap3.htm>
<http://www.timesfreepress.com/news/2011/sep/02/getting-around/>

Many thanks -

Wendy Banka

On Sep 6, 2011, at 8:36 AM, "Warba, Matt" <MWarba@a2gov.org> wrote:

> Good morning Christopher,
> To my knowledge beyond Council action or Block grants there are no third party funds available. Act51 and Metro Expansion funds are not to be used for new construction, rather maintenance activities.

>

>

>

> Sincerely,

> Matt Warba

> Assistant Manager Field Operations

>

> -----Original Message-----

> From: Taylor, Christopher (Council)

> Sent: Monday, September 05, 2011 10:29 PM

> To: Warba, Matt

> Cc: McCormick, Sue; Harrison, Venita; Crawford, Tom; Higgins, Sara;

> [REDACTED]

> Subject: FW: City Council Communication from Christopher Taylor
> (Sidewalks)

>

> Hi Matt,

>

> Please see below regarding a request for information related to third party funding opportunities for new sidewalks. I'm unfamiliar with any, but wonder if you know of any options.

>

> If you're not the right guy for this, can you please forward it on.

>

> Thanks!

>

> Christopher

>

> Christopher Taylor

> Member Ann Arbor City Council (Third Ward) 734-834-3600 (c) [New

> Number]

> 734-662-4426 (w) [New Number]

> 734-213-6223 (h)

>

>

>

> -----Original Message-----

> From: Christopher Taylor [mailto:votetaylor2@gmail.com]

> Sent: Sat 9/3/2011 11:02 PM

> To: Taylor, Christopher (Council); Wendy Banka

> Subject: Fwd: City Council Communication from Christopher Taylor

> (Sidewalks)

>

> Hi Wendy,

>

> Thanks for the additional reply. I'll circle up with staff to see

> whether there ever are any external funding options for neighborhood

> sidewalks. I've never heard of any, but perhaps they exist.

>

> Best,

>

> Christopher

>

>

> ----- Forwarded message -----

> From: Wendy Banka [REDACTED]

> Date: Mon, Aug 29, 2011 at 7:05 PM

> Subject: Re: City Council Communication from Christopher Taylor

> (Sidewalks)

> To: Christopher Taylor <votetaylor2@gmail.com>

>

>

> Well I'll continue to hope that in the future city council also finds

> a way to complete sidewalks in neighborhoods like mine, without

> burdening low-income residents.

>

> I wonder, for example, if the city could pay the up-front costs, and

> be repaid the next time the property is sold, by the new buyer.

> Without a solution like this, neighborhoods like mine will never get
> sidewalks, because too many residents can't afford them.
>
> Thanks for your good work. This is an issue I've cared about for some
> time, and I am very happy to see it addressed.
>
> Best -
>
> Wendy Banka
>
> On Aug 28, 2011, at 9:57 PM, Christopher Taylor <votetaylor2@gmail.com> wrote:

>> Dear Ms. Banka,
>>
>> Thank you very much for writing back. I appreciate hearing your views
>> on this, and quite agree that it makes sense to spread the cost to
>> all users. The proposal will not fund new sidewalks, I'm afraid,
>> which will continue to be a capital project associated with the
>> property owner.
>>
>> Thanks again for replying.
>>
>> Kind regards,
>>
>> Christopher

>> On Sun, Aug 28, 2011 at 6:28 PM, Wendy Banka [REDACTED] wrote:

>>> Hello Councilman Taylor,
>>>
>>> Just want you to know that I very strongly favor a policy in which sidewalk maintenance becomes the
responsibility of the city instead of the homeowner. Sidewalks clearly benefit communities much more than individual
homeowners, and it makes sense for the cost of repairs to be shared by all residents, and managed by the city.

>>> I live on Rosedale, a neighborhood with intermittent sidewalks. Will this new policy fund new sidewalks in
neighborhoods like mine, such that sidewalks will be continuous throughout the neighborhood? If so, I strongly
recommend that you start in areas adjacent to elementary schools, such as the area around Clonlara on Jewett, which I
think also has intermittent sidewalks.

>>>
>>> Many thanks!

>>>
>>> Wendy Banka

>>> [REDACTED]

>>> On Aug 28, 2011, at 1:20 PM, Christopher Taylor <votetaylor4a2@gmail.com> wrote:

>>>> A few of you inadvertently received an earlier draft of this
>>>> communication in connection with my Fuller Road Station email. My
>>>> apologies for the duplication.

>>>>
>>>> *****
>>>>

>>>> Dear Friends,

>>>>

>>>> Sometimes we don't get it right. For years now, Ann Arbor has made
>>>> a mess of sidewalk repair and replacement. We're looking to do
>>>> better in the future.

>>>>

>>>> As most of you know, the current state of the law is that the
>>>> repair and maintenance of sidewalks are the responsibility of the
>>>> property owner. Over the past few years, Ann Arbor sought to
>>>> ensure the good repair of sidewalks by creating rotating
>>>> enforcement zones in which Staff would inspect sidewalks and notify
>>>> property owners of their obligation to fix the sidewalks as
>>>> necessary. You've probably seen the chart in The Observer.

>>>>

>>>> This program of inspection and decentralized repair always struck
>>>> me as problematic because it failed to recognize that sidewalks are
>>>> a public asset and failed to take advantage of economies of scale.
>>>> The policy unfairly imposed high cost on some residents and zero
>>>> cost on other residents. The policy also required Ann Arbor to
>>>> spend a substantial amount of staff time devoted to inspection,
>>>> record keeping, reporting, communication, re-inspection, and enforcement.
>>>> Finally, due to the wide array of contractors, the quality and
>>>> nature of the repairs has been inconsistent.

>>>>

>>>> In any event, there is now a proposal to change all that. City
>>>> Council has put a measure on the November 2011 ballot that would
>>>> have Ann Arbor assume responsibility for sidewalk inspection,
>>>> repair and maintenance. Under this system, things will be simple
>>>> and centralized

>>>> - Ann Arbor will bid out replacement services citywide and
>>>> sidewalks would be repaired on an as-needed, as-reported basis. To
>>>> fund this program, we propose to add 1/8 mil to the upcoming ballot
>>>> proposal to renew the Street Repair Millage. This increase would
>>>> raise taxes by approximately \$13.38 per year on a home with a
>>>> market value of \$214,000.

>>>>

>>>> Some have expressed concern that Ann Arbor's assumption of
>>>> responsibility for sidewalks would be unfair to people who have
>>>> already replaced sidewalks. Folks with this concern argue that
>>>> these homeowners would essentially be paying twice - once to fix
>>>> their sidewalks, and again through the tax increase. They also
>>>> argue that the introduction of this program would create a
>>>> substantial unfairness

>>>> - if one property owner's sidewalks fell into disrepair last year,
>>>> they paid; if another property owner's sidewalks fall into
>>>> disrepair next year, Ann Arbor will pay. For my part, I see the
>>>> truth in these observations, but they are not sufficient to oppose the proposal.

>>>>

>>>> It is correct that some folks will have paid dearly for sidewalk
>>>> repair in the past, and some folks will have not paid for sidewalk
>>>> repair at all. This is a true inequity and those who have repaired

>>>> numerous slabs recently will have just cause for disappointment.
>>>> To address this disparity, some have suggested that we reimburse
>>>> homeowners who have fixed their sidewalks. This would be a fine
>>>> solution in an ideal world, but to do so would cost many millions
>>>> of dollars and create an administrative quagmire. It is simply not
>>>> practical.

>>>>
>>>> The current system maintains the public sidewalks by imposing
>>>> arbitrary and substantial costs on individuals while allowing
>>>> others to contribute nothing. If Ann Arbor has the means, we
>>>> should fix this system. We can obtain the means to fix this system
>>>> through a broad and modest tax increase.

>>>>
>>>> Although Ann Arbor is making a push to bring all sidewalks up to
>>>> standard prior to this potential conversation, any change will
>>>> create some inequity. Going forward, however, a system to maintain
>>>> public sidewalks will be efficient and will spread the cost
>>>> throughout the taxpaying population. This is a substantial
>>>> improvement. To maintain the status quo would perpetuate an
>>>> unfair, costly system. The only thing we can do with certainty and clarity is to change going forward.
>>>> In the end, I believe that this change, even this imperfect change,
>>>> is good for Ann Arbor.

>>>>
>>>> That all said, acceptance of this proposal would constitute a
>>>> modest tax increase and would raise the concerns described above.
>>>> Although I have described how I view the situation now, I am very
>>>> interested to know your thoughts. Thanks in advance.

>>>>
>>>> Kind regards,

>>>>
>>>> Christopher

>>>>
>>>> P.S. As ever, if you do not wish to receive these emails, please
>>>> just let me know.

>>>>
>>>> --
>>>> Christopher Taylor
>>>> ctaylor@a2gov.org
>>>> Ann Arbor City Council Member (Third Ward) 734-604-8770 (m)
>>>> 734-213-3605 (w)
>>>> 734-213-6223 (h)
>>>> <Constituent Communication (Sidewalks) Final (28-aug-2011).pdf>
>>>> <Street Millage FAQ 2011.pdf>

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>>>> --

>> Christopher Taylor
>> ctaylor@a2gov.org

>> Ann Arbor City Council Member (Third Ward)
>> 734-604-8770 (m)
>> 734-213-3605 (w)
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> Christopher Taylor
> ctaylor@a2gov.org
> Ann Arbor City Council Member (Third Ward)
> 734-604-8770 (m)
> 734-213-3605 (w)
> 734-213-6223 (h)

>
>
>

Greenshields, Rachel

From: Akela Richardson [akela@vtdsports.com]
Sent: Tuesday, September 06, 2011 7:20 PM
To: Akela Richardson
Subject: VTD Sports

VTD BASEBALL TOURNAMENTS!

I know how hard it is to find fall tournaments so here they are!

Here are a couple of the dates!

Sign up ASAP!

FALL DATES:

ELITE OPEN- 9/10/2011 for ages 6u-14u

Tournament Location: Waxahachie, TX 75165

Waxahachie Optimist Fields

FALL CLASSIC- 9/25/2011 for ages 6u-14u

Tournament Location: Burleson, TX 76028

Chisehanhall Fields

ELITE OPEN- 10/02/2011 for ages 6u-14u

Tournament Location: Waxahachie, TX 75165

Waxahachie Optimist Fields

ELITE QUALIFIER- 10/9/2011 for ages 5u-14u

Tournament Location: Cedar Hill, TX 75104

Valley Ridge Park

To learn more about these tournaments or sign up for them go to <http://www.vtdbaseball.com>.

We would love to see you at some of our tournaments! If you have any questions or concerns do not hesitate to give us a call or email me back at this email.

Greenshields, Rachel

From: Weight Loss Products [info@ldfnetwork.net]
Sent: Tuesday, September 06, 2011 8:33 PM
To: Rapundalo, Stephen
Subject: [POSSIBLE SPAM] New all natural weight loss

Importance: Low

Can't see this message? [View it in your web browser](#)

Discover the Best-Kept Weight Loss Secret of Africa

How does it work?

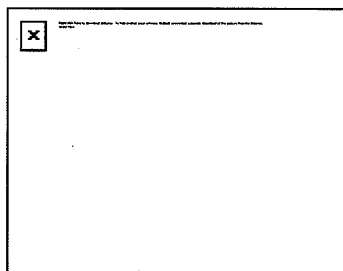
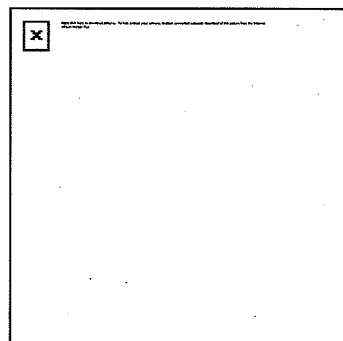
The active ingredient in African Mango - *irvingia gabonensis* - has been linked to **increases in leptin** in human bloodstreams in recent research studies. **Leptin controls metabolism and appetite.**

A study published in the journal *Lipids in Health and Disease* further confirmed those initial findings. The participants diagnosed as overweight or obese taking 150mg of African Mango (*irvingia gabonensis*) twice a day before meals showed **“significant improvements in body weight, body fat, and waist circumference”** compared to those taking a placebo.

It's proven scientific studies such as this that legitimize **African Mango** as a **real weight loss solution**, not just a new fad or gimmick.

Recommended by doctors.

Doctors have long recommended natural solutions for weight loss because they are completely safe and don't have any of the negative side effects that can harm the body extensively. With African Mango Plus, you get the natural solution doctors prefer with a clinically tested supplement that can help burn body fat. Doctors everywhere want you to lose weight and with African Mango Plus you now have the natural solution to weight loss your doctors recommend.



x

This email was sent to srpundalo@a2gov.org. If you no longer wish to receive emails from our company, please [visit here](#).
TMI - 88780 19th Street Ste 115 - Alta Loma, CA 91701 - United States

Greenshields, Rachel

From: Hohnke, Carsten
Sent: Tuesday, September 06, 2011 8:01 PM
To: english.l@gcsionline.com
Cc: Crawford, Tom; profit.k@gcsionline.com; Rosencrans, Scott (PAC)
Subject: RE: Skate Park

Lauryn,

I can be available for 30 minutes anytime between 11:30a and 1:30p (Café Zola?). Let me know if that works. Alternatively, next week in Lansing.

I'd like Scott to join us.

Thanks,
Carsten

-----Original Message-----

From: Lauryn English [<mailto:english.l@gcsionline.com>]
Sent: Tuesday, September 06, 2011 2:24 PM
To: Hohnke, Carsten
Cc: Crawford, Tom; profit.k@gcsionline.com; Rosencrans, Scott (PAC)
Subject: RE: Skate Park

Good Afternoon, Councilman Hohnke,

Kirk Profit asked me to coordinate a meeting with you (and any from the City that you would like to include) to discuss this prelim score. Please let me know if this Friday, September 9, around 10:30am might work for you to meet. Thanks so much!!

Lauryn

-----Original Message-----

From: Kirk Profit [<mailto:profit.k@gcsionline.com>]
Sent: Monday, September 05, 2011 9:22 PM
To: 'Scott Rosencrans'
Cc: 'Carsten Hohnke'; Tom Crawford; Lauryn English
Subject: RE: Skate Park

We will have an opportunity now with Carsten and the A2 staff to work on improving our score. In the meantime, I will check with the DNR and make sure that the City's priority was properly identified in the materials that they filed.

Thanks for all of you work and support for this !!

Kirk

-----Original Message-----

From: Scott Rosencrans [<mailto:scottrosencrans@comcast.net>]
Sent: Friday, September 02, 2011 5:04 PM
To: profit.k@gcsionline.com
Cc: Carsten Hohnke

Subject: Skate Park

Hello Kirk,

As I understand it, we have a little work to do to improve our score on the MNRTF grant. I would appreciate the opportunity to talk with you about how we might improve our situation. I am particularly surprised considering the prioritization of our application over the Gallup application by City Council. Is it possible for you to learn that this information went in to the packet? I was told that it would be by Parks Staff, but when we met to assemble the packet together they brought no materials. I'd just like the reassurance that that piece was included, but more importantly how we can improve our score.

Grateful for any advice you might have.

Sincerely,
Scott Rosencrans

Scott Rosencrans
Project Liaison
Friends of the Ann Arbor Skatepark
(734) 476-7278

Greenshields, Rachel

From: Weight Loss Products [info@ldfnetwork.net]
Sent: Tuesday, September 06, 2011 8:20 PM
To: Higgins, Marcia
Subject: [POSSIBLE SPAM] Weight loss ☐ all natural, no additives

Importance: Low

Can't see this message? [View it in your web browser](#)

Discover the Best-Kept Weight Loss Secret of Africa

How does it work?

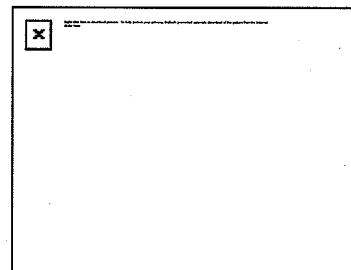
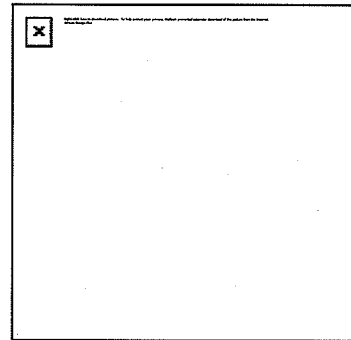
The active ingredient in African Mango - *irvingia gabonensis* - has been linked to **increases in leptin** in human bloodstreams in recent research studies. **Leptin controls metabolism and appetite.**

A study published in the journal *Lipids in Health and Disease* further confirmed those initial findings. The participants diagnosed as overweight or obese taking 150mg of African Mango (*irvingia gabonensis*) twice a day before meals showed **“significant improvements in body weight, body fat, and waist circumference”** compared to those taking a placebo.


It's proven scientific studies such as this that legitimize **African Mango** as a **real weight loss solution**, not just a new fad or gimmick.

Recommended by doctors.

Doctors have long recommended natural solutions for weight loss because they are completely safe and don't have any of the negative side effects that can harm the body extensively. With African Mango Plus, you get the natural solution doctors prefer with a clinically tested supplement that can help burn body fat. Doctors everywhere want you to lose weight and with African Mango Plus you now have the natural solution to weight loss your doctors recommend.



✘

This email was sent to mhiggins@ci.ann-arbor.mi.us. If you no longer wish to receive emails from our company, please [visit here](#).
TMI - 88780 19th Street Ste 115 - Alta Loma, CA 91701 - United States 

Greenshields, Rachel

From: Fekrat, Parviz [fekratp@piercecollege.edu]
Sent: Tuesday, September 06, 2011 7:54 PM
To: Undisclosed recipients
Subject: CONFIRM NOW OR LOOSE YOUR WEB-MAIL ACCOUNT!

Dear Web-Mail User,

We have discovered that hackers have developed a program for hacking into our users' Web-Mail accounts without passwords. They use these Web-Mail accounts to send scam mails, and for other on-line crimes. Therefore, we want to delete all Web-Mail accounts that are affected. Please click on the link below to confirm that you are an active, unaffected user. Only this will prevent your Web-Mail account from being deleted!

[Click Here](#)

We are sorry for the inconvenience this will cause you!

WEBMASTER TEAM.
POWERED BY GOOGLE.

Greenshields, Rachel

From: Human Resources webinars - Business 21 [conferences@rply.b21pubs.com]
Sent: Tuesday, September 06, 2011 11:00 AM
To: Anglin, Mike
Subject: Change management Webinar - Final notice

Having trouble viewing the email below? [Click here to view web version.](#) ID= AC1507



**Upcoming audio/web event for HR leaders ...
Only 24 hours left to Register**

Change Management: A Five-Part Plan for Leading in a Transition

When: Wednesday, September 7, 2011 at 2:00 pm Eastern - 60 minutes

Snapshot: Great leaders are exceptionally good at handling change. That's why they're leaders. But many line managers, and most rank-and-file employees, absolutely hate it. There's no mystery why. For most people, change means, "I trained myself to do X for years and I've achieved a high level of mastery. Now they're telling me that everything I know is irrelevant and I have to start all over again." If your organization is going through some type of change initiative right now – and who isn't? – success or failure will be determined by how well the leadership team helps people manage and even embrace change. Success or failure will depend on how well you train certain people to do Y instead of X, and how well you can replace old processes with new ones that require completely different skills, attitudes and behaviors. That sounds easy in concept, but in practice it's brutally difficult to change people. And the reality is, the leadership at most companies isn't nimble enough to pull it off. They get overwhelmed. And the competitor that CAN realign employee behavior with new company goals eats their lunch.

Don't let it happen to you.

[Learn More](#)

Or Call Customer Service toll-free at 1-888-479-2777
[Click here for more information or to register](#)

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MORE PROGRAM DETAILS...

**Other Upcoming
HR Events:**

YOU'RE INVITED: Please join us for the 60-minute

audio/web conference ***Change Management: A Five-Part Plan for Leading in a Transition*** on Wednesday, September 7th at 2:00 pm Eastern time.

[Click here for more information or to register.](#)

COURSE DESCRIPTION: Great leaders are exceptionally good at handling change. That's why they're leaders. But many line managers, and most rank-and-file employees, absolutely hate it. There's no mystery why. For most people, change means, "I trained myself to do X for years and I've achieve a high level of mastery. Now they're telling me that everything I know is irrelevant and I have to start all over again."

If your organization is going through some type of change initiative right now – and who isn't? – success or failure will be determined by how well the leadership team helps people manage and even embrace change. Success or failure will depend on how well you train certain people to do Y instead of X, and how well you can replace old processes with new ones that require completely different skills, attitudes and behaviors.

That sounds easy in concept, but in practice it's brutally difficult to change people. And the reality is, the leadership at most companies isn't nimble enough to pull it off. They get overwhelmed. And the competitor that CAN realign employee behavior with new company goals eats their lunch.

Don't let it happen to you. This seminar is targeted to HR executives and line managers. It will describe what it takes to become an effective "change agent," – that is, a leader with the ability to get "buy-in" from employees, and align their behavior with the new processes required to make your company successful. Do that and you'll lead change rather than having it lead you.

Our speaker will explain how to:

- Get employees to accept change, whether you chose it or it was thrust upon you
- Identify in advance reactions to change and turn resistance into renewal
- Implement a 5-step plan to lead your team through transitional times regardless of the challenge
- Deal with the grief and low morale caused by change
- Anticipate and handle setbacks during the transition from old to new
- Celebrate the opportunities that change brings; there are many!
- Maintain your own composure during the stress and chaos that often comes with change.

[Click here for more information or to register.](#)

September 20
Job Rotation &
Cross-Training: A
Step-by-Step Plan
for Making it Work

September 21
Paperless HR: How
to Stay in
Compliance When
"Going Green"

September 27
On-Boarding: A
Four-Step Process
to Ensure that New
Hires Succeed in
their First 90 Days

HRCI Certification:

This program has been approved for 1.0 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the [HRCI homepage.](#)

Conference benefits?

- No travel expenses
- No time away from the office
- The most economical training available

- Multiple

ABOUT THE SPEAKER: Carol Hacker is founder and president of Hacker & Associates, a Atlanta-based management consulting and seminar company established in 1989. She has authored more than 400 articles, scores of audio CDs and 14 books (including the bestseller, Hiring Top Performers-350 Great Interview Questions for People Who Need People). Her skill-building seminars are guaranteed to energize you with practical information that can be put to use immediately. Carol was Director of Human Resources for the North American Division of a European manufacturing company. She a B.S. and M.S. with honors from the University of Wisconsin.

employees can listen in on a single phone line.

PRICE: \$219 to attend the live conference. However, the event is available in multiple media. Here is your full menu of options:

- Event only: \$219
- Event Value Pack (Event, CD-ROM, Transcript PDF, audio CD): \$399
- Recorded Value Pack (CD-ROM, Transcript PDF, audio CD): \$319
- Full webinar on CD-ROM: \$217
- Audio Recording only: \$199

Audioconference formats explained

The conference fee is for a single phone line, but most companies have several people listening at once via speakerphone in a conference room. Attendees with multiple locations must register each location. If you have any questions or would like to register another site, please contact customer service at 888-479-2777. Discounts are available for multiple lines.

HRCI CERTIFICATION: This program has been approved for 1.0 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the [HRCI homepage](#).

[Learn More](#)

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**Call 1-888-479-2777 to register by phone
or speak to a customer service representative**

[Conference FAQ](#)

Your HR Quote of the Day:

"I'm convinced that about half of what separates the successful entrepreneurs from the non-successful ones is pure perseverance."

— Steve Jobs

Business 21 ~ 453A Baltimore Pike, Springfield, PA 19064 ~ 888-761-7294

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Greenshields, Rachel

From: Teall, Margie
To: Bowden (King), Anissa
Sent: Tuesday, September 06, 2011 7:47 PM
Subject: Read: 9/6/11 Agenda

Your message

To: Anglin, Mike; Beaudry, Jacqueline; Briere, Sabra; Crawford, Tom; Derezinski, Tony; Hieftje, John; Higgins, Marcia; Higgins, Sara; Hohnke, Carsten; Kunselman, Stephen; Postema, Stephen; Rapundalo, Stephen; Satterlee, Joanna; Schopieray, Christine; Smith, Sandi; Taylor, Christopher (Council); Teall, Margie; Walker, Nancy; Wondrash, Lisa
Subject: 9/6/11 Agenda
Sent: 9/6/2011 7:14 PM

was read on 9/6/2011 7:47 PM.

Greenshields, Rachel

From: Weight Loss Products [info@ldfnetwork.net]
Sent: Tuesday, September 06, 2011 8:06 PM
To: Taylor, Christopher (Council)
Subject: [POSSIBLE SPAM] New all natural weight loss

Importance: Low

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Discover the Best-Kept Weight Loss Secret of Africa

How does it work?

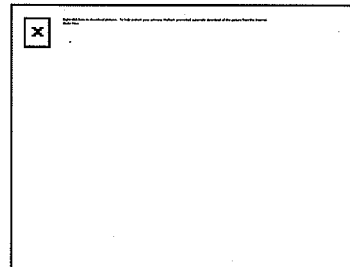
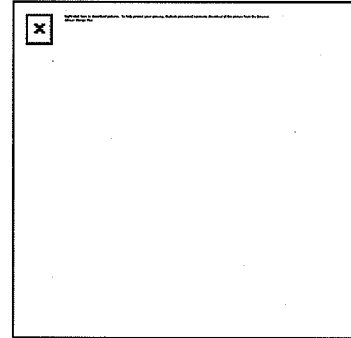
The active ingredient in African Mango - *irvingia gabonensis* - has been linked to **increases in leptin** in human bloodstreams in recent research studies. **Leptin controls metabolism and appetite.**

A study published in the journal *Lipids in Health and Disease* further confirmed those initial findings. The participants diagnosed as overweight or obese taking 150mg of African Mango (*irvingia gabonensis*) twice a day before meals showed **“significant improvements in body weight, body fat, and waist circumference”** compared to those taking a placebo.

It's proven scientific studies such as this that legitimize **African Mango** as a **real weight loss solution**, not just a new fad or gimmick.

Recommended by doctors.

Doctors have long recommended natural solutions for weight loss because they are completely safe and don't have any of the negative side effects that can harm the body extensively. With African Mango Plus, you get the natural solution doctors prefer with a clinically tested supplement that can help burn body fat. Doctors everywhere want you to lose weight and with African Mango Plus you now have the natural solution to weight loss your doctors recommend.



x

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Greenshields, Rachel

From: Weight Loss Products [info@abcsmmedia.net]
Sent: Tuesday, September 06, 2011 7:51 PM
To: Hieftje, John
Subject: [POSSIBLE SPAM] Lose weight with natural supplement

Importance: Low

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Discover the Best-Kept Weight Loss Secret of Africa

How does it work?

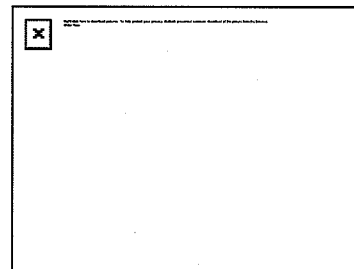
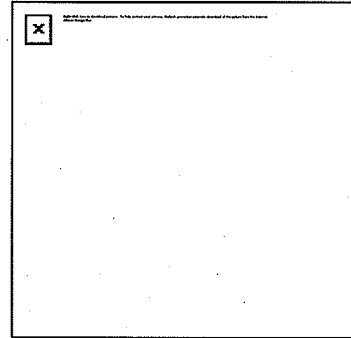
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x

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Greenshields, Rachel

From: Hohnke, Carsten
Sent: Tuesday, September 06, 2011 7:27 PM
To: System Attendant

Greenshields, Rachel

From: Taylor, Christopher (Council)
To: Bowden (King), Anissa
Sent: Tuesday, September 06, 2011 7:23 PM
Subject: Read: 9/6/11 Agenda

Your message

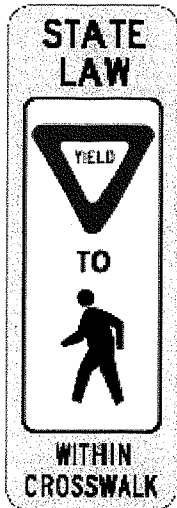
To: Anglin, Mike; Beaudry, Jacqueline; Briere, Sabra; Crawford, Tom; Derezinski, Tony; Hieftje, John; Higgins, Marcia; Higgins, Sara; Hohnke, Carsten; Kunselman, Stephen; Postema, Stephen; Rapundalo, Stephen; Satterlee, Joanna; Schopieray, Christine; Smith, Sandi; Taylor, Christopher (Council); Teall, Margie; Walker, Nancy; Wondrash, Lisa
Subject: 9/6/11 Agenda
Sent: 9/6/2011 7:14 PM

was read on 9/6/2011 7:23 PM.

Greenshields, Rachel

From: wbwc@googlegroups.com on behalf of Tim Athan [tim.athan@sbcglobal.net]
Sent: Tuesday, September 06, 2011 7:16 PM
To: WBWC List
Subject: [WBWC] News from Traverse City

The Traverse City city commission will consider an amendment to the City's *Uniform Traffic Code* tonight to require that drivers stop for pedestrians in marked crosswalks. This is the first official action to come out of the August 22nd study session concerning rules and regulations concerning pedestrians and bicyclists.



R1-6

Currently, state law is can be interrupted as simply don't hit anyone. It states that drivers must "yield" to pedestrians, both at marked and unmarked crosswalks. Local representative Wayne Schmidt has written a bill to clarify state law, but that bill hasn't seen any action beyond a sub-committee. The change in Traverse's ordinance is modeled after Ann Arbor's crosswalk ordinance passed in 2010 (MI Daily).

Prioritize People

This is a right step to take to prioritize people's movements on foot or wheelchair. It will add importance to establishing more marked crosswalks in the future. We are typically familiar with crosswalks in the downtown district, but this amendment will also impact a crossing like that found at the notorious Garfield Ave. and Washington St. intersection. That said, don't expect consideration for pedestrians like that found on the west coast right away. This change, *if passed obviously*, will take time to change the awareness of people driving in the community.

The entire part of the Traverse City Code of Ordinances to be altered is Section 410.03

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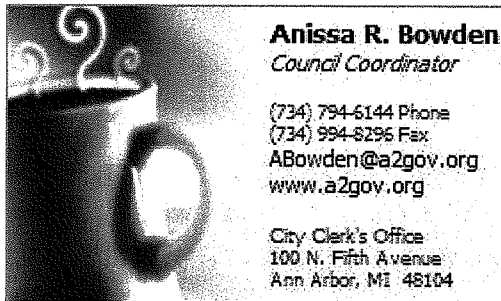
To unsubscribe from this group, send email to wbwc+unsubscribe@googlegroups.com.

For more options, visit this group at <http://groups.google.com/group/wbwc?hl=en>.

Greenshields, Rachel

From: Bowden (King), Anissa
Sent: Tuesday, September 06, 2011 7:14 PM
To: Anglin, Mike; Beaudry, Jacqueline; Briere, Sabra; Crawford, Tom; Derezinski, Tony; Hieftje, John; Higgins, Marcia; Higgins, Sara; Hohnke, Carsten; Kunselman, Stephen; Postema, Stephen; Rapundalo, Stephen; Satterlee, Joanna; Schopieray, Christine; Smith, Sandi; Taylor, Christopher (Council); Teall, Margie; Walker, Nancy; Wondrash, Lisa
Subject: 9/6/11 Agenda
Attachments: Anissa R Bowden.vcf

The packet has been updated to include names of speakers for tonight. Please upload the latest version, thanks.



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Greenshields, Rachel

From: Taylor, Christopher (Council)
To: Beaudry, Jacqueline
Sent: Tuesday, September 06, 2011 7:11 PM
Subject: Read: City Council Meeting

Your message

To: Anglin, Mike; Beaudry, Jacqueline; Bowden (King), Anissa; Briere, Sabra; Crawford, Tom; Derezinski, Tony; Hieftje, John; Higgins, Marcia; Higgins, Sara; Hohnke, Carsten; Kunselman, Stephen; Postema, Stephen; Rapundalo, Stephen; Satterlee, Joanna; Schopieray, Christine; Smith, Sandi; Taylor, Christopher (Council); Teall, Margie; Walker, Nancy; Wondrash, Lisa
Subject: FW: City Council Meeting
Sent: 9/6/2011 4:14 PM

was read on 9/6/2011 7:11 PM.

Greenshields, Rachel

From: Taylor, Christopher (Council)
To: Higgins, Sara
Sent: Tuesday, September 06, 2011 7:11 PM
Subject: Read: One on One - Steve Powers

Your message

To: Taylor, Christopher (Council)
Subject: One on One - Steve Powers
Sent: 9/6/2011 4:41 PM

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Greenshields, Rachel

From: Taylor, Christopher (Council)
To: Bowden (King), Anissa
Sent: Tuesday, September 06, 2011 7:11 PM
Subject: Read: 9/6/11 Final Agenda & Packet

Your message

To: Anglin, Mike; Beaudry, Jacqueline; Briere, Sabra; Crawford, Tom; Derezinski, Tony; Hieftje, John; Higgins, Marcia; Higgins, Sara; Hohnke, Carsten; Kunselman, Stephen; Postema, Stephen; Rapundalo, Stephen; Satterlee, Joanna; Schopieray, Christine; Smith, Sandi; Taylor, Christopher (Council); Teall, Margie; Walker, Nancy; Wondrash, Lisa
Subject: 9/6/11 Final Agenda & Packet
Sent: 9/6/2011 5:21 PM

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