

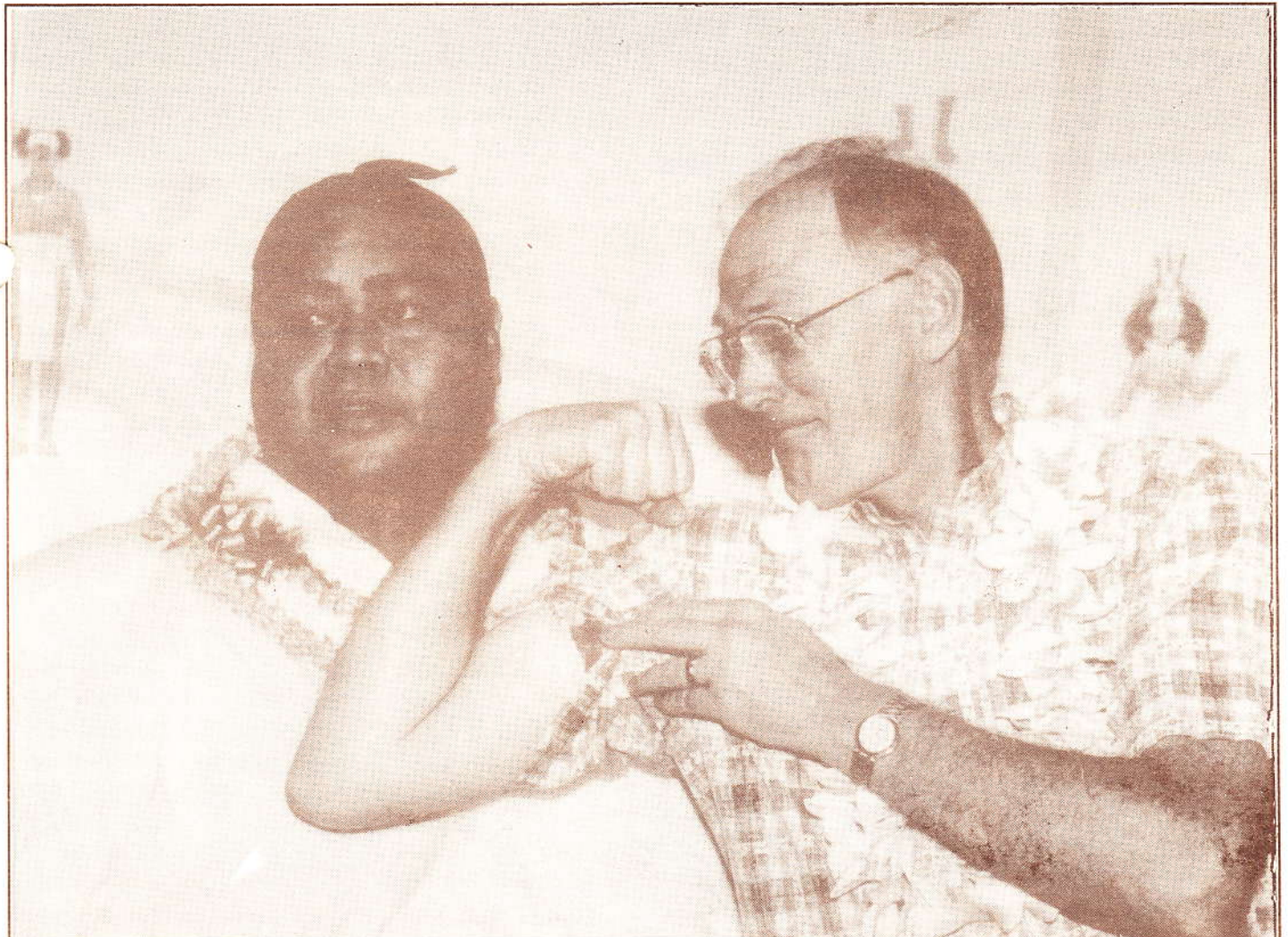


IMUA POLENISIA

GO FORWARD POLYNESIA

THE VOICE OF THE POLYNESIAN CULTURAL CENTER

KONISHIKI REDISCOVERS POLYNESIAN "ROOTS" AT PCC



HOMETOWN HERO: Japan's superstar sumo wrestler Konishiki does not seem too impressed by PCC President Les Moore's palaka-print shirt — *And you thought he was flexing his well-disguised bicep...* (see complete story on Page 6)



Our earlier special White House edition of *Imua Polenisia* told the story of David Hannemann and the "missed photo" opportunity of PCC officers with General Colin Powell, chairman of the Joint Chiefs of Staff during the Pearl Harbor 50th Anniversary.

Well, thanks to a tourist who happened to take the same photo, we have that missed shot.

Coming PCC Events:

Beginning with our next issue, Imua Polenisia will be published every other week on payday.

Feb. 3-8:

Waitangi Week
(Islands of New Zealand)

Feb. 6:

Mandatory PCC (Future Planning)
Employee Meeting, 10 a.m.
IMAX Polynesia Theater

Feb. 14:

U.S. Senator Daniel Inouye,
PCC visit, 11 a.m.

Feb. 21:

Special PCC recognition for "Million Dollar Facelift" community volunteers.
5:30 p.m.

Note: All student employees who won lunches and dinners with President Moore at our student employee Christmas party should contact Darlene Asuega at 293-3931 immediately to schedule your engagements.

In this issue, we welcome a new *volunteer* writer/editor for *Imua Polenisia*.

Terry O'Rand was formerly employed at the Cultural Center as Public Relations Assistant. She received her B.A. in Public Relations/Communications from Brigham Young University-Provo in 1987, with some postgraduate studies in Organizational Behavior.

O'Rand's writing and editing experience range from newswriting at BYU Provo's *The Daily Universe*, to editing the *Ezra Taft Benson Institute Newsmagazine* and several corporate in-house organs. She currently works as a freelance writer, with recently published articles in *The New Era* and other mainland magazines.

O'Rand's main emphasis has been Public Relations, and she has worked as a consultant on several projects here in Hawaii.

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Friday, January 31, 1992

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T. David Hannemann-(*Operations*)
Peter Ka'anapu-(*Sales & Marketing*)
John Muaina-(*Human Resources*)
Reginald Schwenke-(*Corporate Communications*)
Les Steward-(*Finance*)

Editor's Note:

In our December 1991 employee meeting, PCC employees were asked to write what they would do if they were president of the Polynesian Cultural Center.

I honestly feel as a company we are heading in the right direction. Please continue to listen to the employees.

Fifita Unga, Gateway

Exactly what you are doing. In fact, I suggested the idea of getting the input of the employees on how to solve problems, save money, and make more money in a department meeting several months back. It was blown off! So, I am extremely happy to see it happening now.

*Mary Kay Setoki,
Human Resources*

I would make sure the employees are well taken care of and the morale of the people is high. Because if you are happy, everything else will go smoothly. Recognize those who deserve to be recognized for their works.

Anonymous

The Center has been effective in presenting an idealistic approach to maintaining Polynesian culture as a showcase via villages, shows and demonstrations.

Charles Rivers, Graphics

Since a majority of the workers are students, I would provide an incentive in the form of a bonus or some award for honor students, or students with an improved or increased GPA. It would be helpful if PCC provided workshops teaching us customer services,

selling skills or just basically training us for better services in every area.

Seini May Tubuna, Cashroom

“...if I were President of PCC... I would run screaming into the hills.”

Lloyd Berardy, Graphics

Things are going okay now that I've got the hang of it.

*Jeanine Embley,
Gateway*

I would consider re-opening the Center at 10:00 a.m. and establish a package for the Villages, Imax and lunch. This would regain the lunch revenues we graciously gave up to the Crouching Lion, Paniolo Cafe, Pat's at Punaluu, Turtle Bay etc.

Jay Akoi, Purchasing

The organization has a much leaner look and most of the duplication of effort has been recognized and eliminated.

Gil Obina, Purchasing

I would raise Gateway employees' pay. Trying to feed almost 3,000 people in three hours every day (which is a miracle) makes you want to die and that's why nobody works here.

Irene Langi, Gateway

I see a great opportunity to remove problems that have plagued the Center in the past. Money has flowed from PCC like rivers because of our careless attitude and lack of integrity.

Lloyd Berardy, Graphics

Keep having company devotionals. Involve the employees especially those who think their job is less important.

Willie H. Kwansing, Market Research

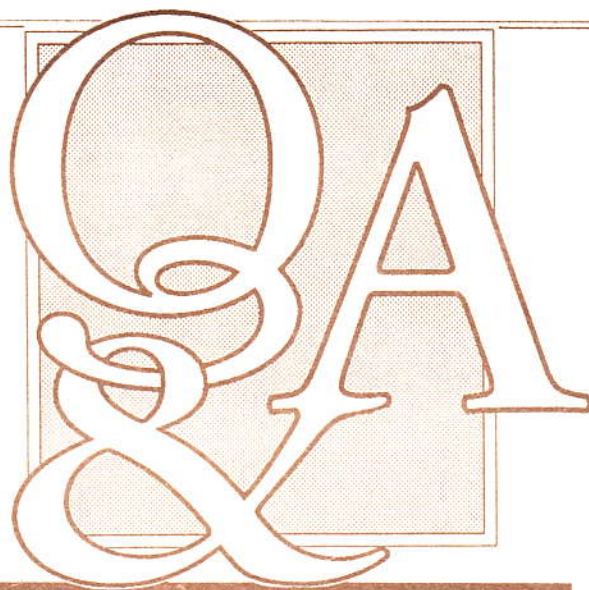
Question:

Are you planning any PCC employee wage and salary increases in 1992 and what form will it take?

Les Moore:

We are now in the process of reviewing this and have budgeted a salary increase for 1992. This is, however, a very complex issue and involves many issues such as:

- Student wage parity between PCC and BYU-Hawaii.
- Parity between comparable positions at PCC and BYU-Hawaii
- All job descriptions need to be current.
- Compare PCC jobs with market jobs to determine parity.
- Establish pay scales for all PCC jobs based on market findings.
- Create a pay adjustment schedule that is financially realistic.
- Merit increases based on job performance and years of service.



WITH THE PRESIDENT

Welcome to Q&A, Imua Polenisia's new feature. This is the first in a regular series of discussions with President Moore, in which he answers employee-submitted questions.

• Another vital consideration is any wage and salary increase also increases the costs of employee benefits. On average, PCC pays an additional 30 percent of each employee's income for benefits. These benefits include dental and medical insurance; group term life insurance for employees with DMBA; and FICA employer contributions.

Question:

What kind of salary increases are scheduled for the President and other PCC Officers in 1992? Is it more or less than those planned for other employee ranks?

Les Moore:

No salary increases or bonuses have been received by our new Officer Group from 1991 and no pay increases or adjustments are planned for us in 1992. We have discussed it in great detail and unanimously support this position. Wage and salary adjustments, however, are well justified for a number of other areas in the Center. We are working hard at making sure we do it in a responsible, fair and sensitive manner.



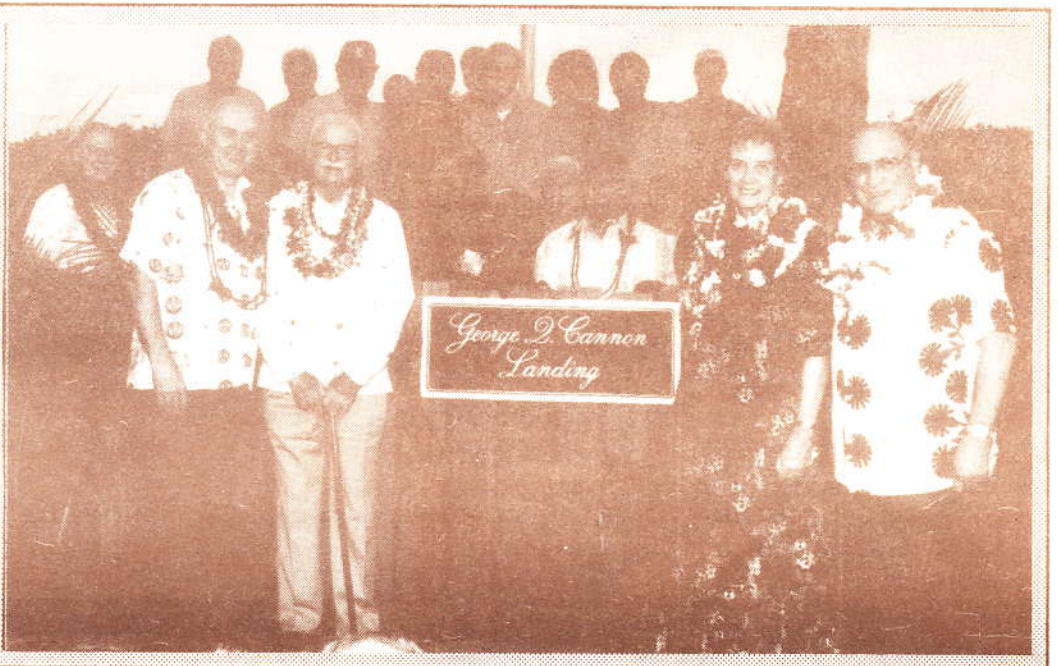
Polynesian Cultural Center Board of Directors—January 1992 Board Meeting

Back row, left to right: John Hoag, President of First Hawaiian Bank; Sterling Colton, Senior Vice President of Marriott Corporation; Fred Baker, retired; Eric Shumway, Academic Vice President of BYU-Hawaii; Dee Anderson, Vice President of BYU-Provo.

Front row: (Lester W. Moore, PCC President — non board member); Kalo Mataele Soukop, President of Kalo Inc.; President Thomas S. Monson, Second Counselor in The First Presidency of The Church of Jesus Christ of Latter-day Saints (LDS Church); George Q. Cannon, retired; Elder Dallin H. Oaks, PCC chairman; Elder Joseph B. Wirthlin, PCC vice chairman. (Elders Oaks and Wirthlin also serve as members of the Quorum of the Twelve for the LDS Church.) *Absent:* William Gay, consultant.

George Q. Cannon was honored for his 27 years of service as a Director of the Cultural Center. Cannon was named as the first Director Emeritus of the PCC by the First Presidency of the Church.

Cannon is pictured here at the unveiling of the new George Q. Cannon canoe landing with his wife Irene, Elder Oaks and Elder Wirthlin named in his honor. Our next issue of Imua Polenisia will feature Cannon's farewell PCC tour.





Konishiki

wows and delights
PCC employees

*Japanese TV special to be viewed
by over 100 million people*

By Terry O'Rand

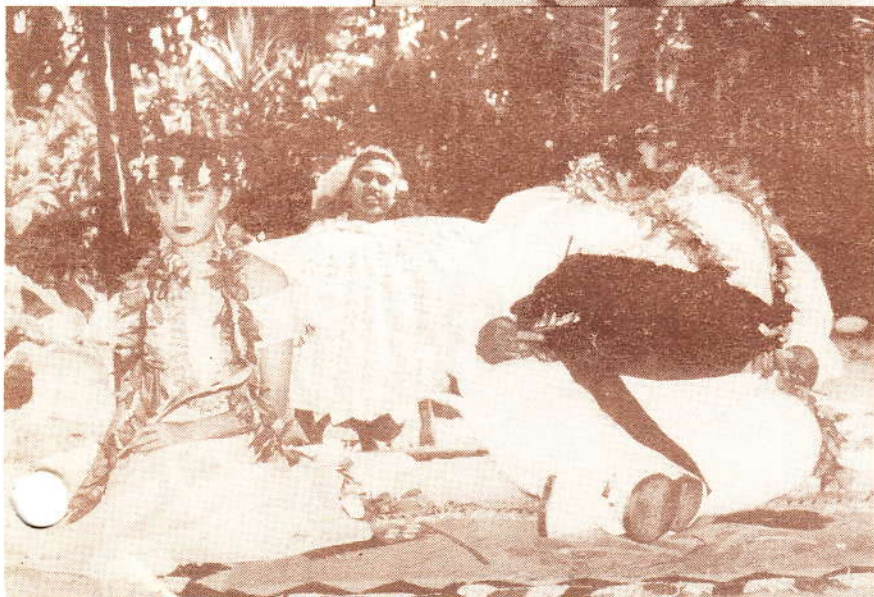
One of Japan's most popular sumo wrestling superstars, Saleva'a Atisano'e, made an appearance and left an indelible impression at the Polynesian Cultural Center on Tuesday — to film part of a network television special that will be viewed by as many as 140 million people in Japan.

The occasion will be the wedding of Konishiki (as he is known by in Japan) on February 11 in Japan. It will be completely covered LIVE in prime time on Fuji TV - Japan's top rated television network. They wanted to tie in his Samoan culture and selected PCC to stage film segments which will encompass about seven minutes of the prime-time special. The film crew consisted of 29 members and used four cameras.

While he is revered by tens of millions of adoring fans in Japan, he remains a "local boy" at heart. His parents, both Samoans still live here in Hawaii, and were present for the filming of a traditional Samoan Ta'alolo.

Konishiki is the first foreigner to reach the Ozeki rank, the second highest level in sumo wrestling in Japan. Sumo is Japan's national sport and Konishiki is poised for promotion to the highest-of-the-high Yokozuna level. There is





currently only one sumo wrestler at this level.

As part of our agreement with Fuji TV, they will mention Polynesian Cultural Center two times by name in the narration with one visual ID with the PCC logo.

This filming opportunity was coordinated through the Center's Corporate Communications Division.

Production and setup for the film shoot in the Center was supervised by Pulefano Galea'i in conjunction with Leonard Peters (Maintenance), Logo Apelu (Guides), Raymond Mariteragi (Entertainment), Sione Pasi (Technical Services), and all the Island Cultural managers- Cy Bridges, Emosi Damuni, Colin Shelford, Moana Ofahengaue, Mahana Pulotu and Eric Marchand.

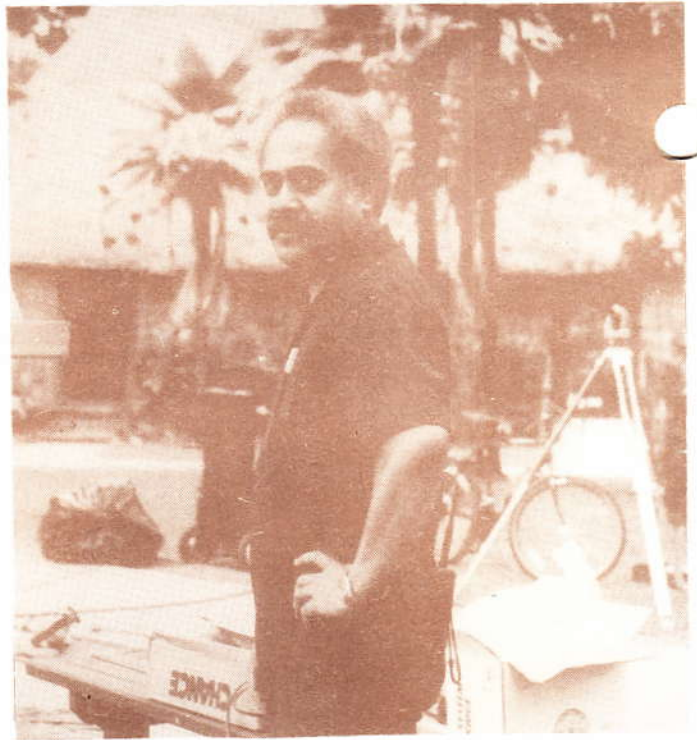
PCC's "Million Dollar Facelift"

by Leonard Peters

The Center began its "million-dollar-facelift" January 4, 1992, involving as many as 600 volunteers from four Laie Stakes. The community members spent several days dredging the lagoon, building eight canoe landings, pulling weeds and removing rubbish.

It is the first time in recent years the Laie community has mobilized to provide this kind of support and assistance to the Center. According to some long time Laie residents, it brought back a spirit and attitude of service that has not been seen at the Center since its early years.

Conceived by Operations Vice-President David Hannemann, the extensive volunteer labor project saved the Center over \$100,000. The co-chairmen of the



project were Sione Pasi, Technical Services manager, and Leonard Peters, Maintenance Manager.

The volunteers were organized into groups and were supervised by Sister Newman, Rubina Forester, Tony Haiku, Larry Fonoimoana, Lufia Masoe, Vaiola Tauiliili, Mulivai Autele, Hiketeru Tevaga and many others.

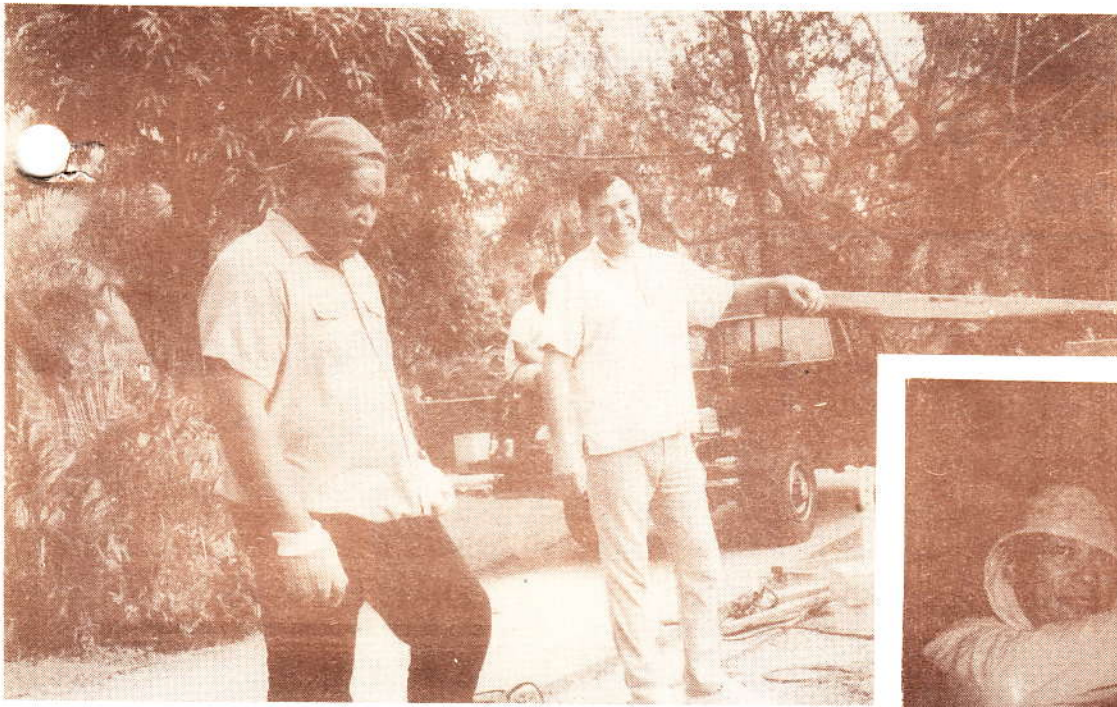
Tongan Ward helpers removed old poles on the fences and replaced them with new woven ones by the Tongan Community. Zion Securities Manager Lucky Fonoimoana and his operations crew were also of invaluable assistance over the course of about five days.

Hannemann expressed his thanks to the many past employees of the Center for their devotion and great sacrifice.

"We were able to use the talents of people who without complaint tackled the magnificent task of helping build these



Photos by Network Photo



structures," he said. Special recognition was given by PCC president Les Moore to the community volunteers who built the Maori Island canoe landing one evening in heavy rain.

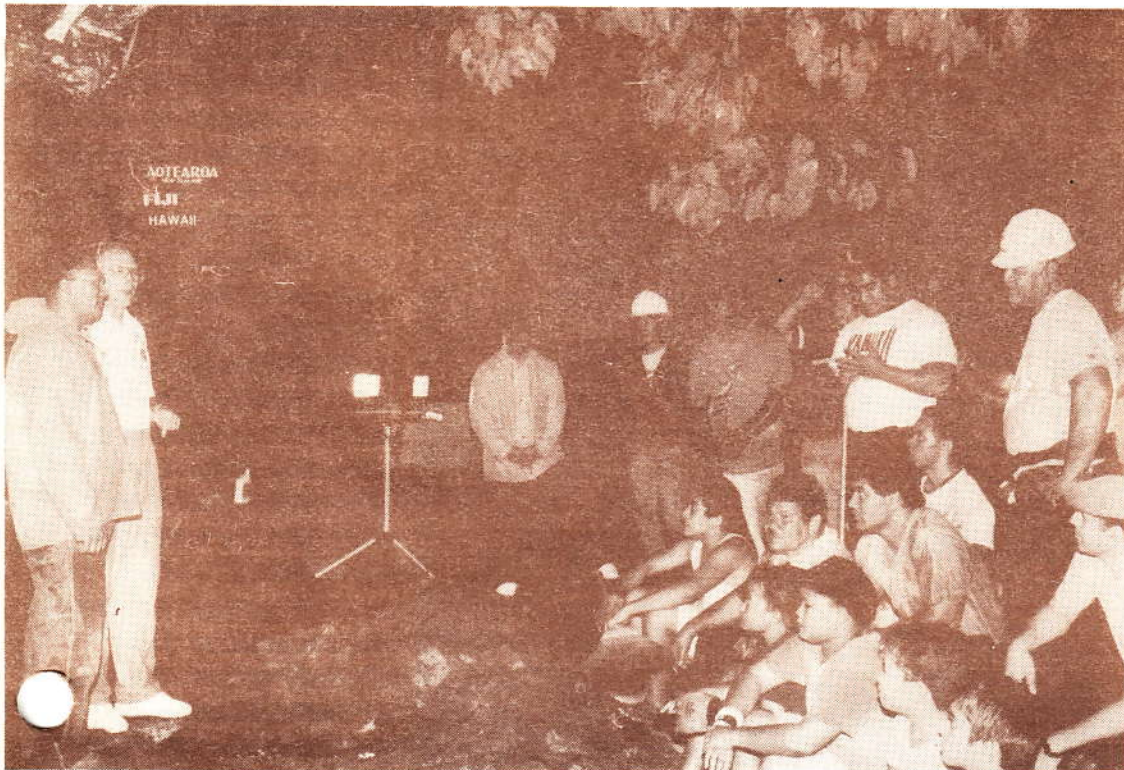
President Moore emerged later that evening in the rain with a bunch of ripe bananas. "His true Polynesian spirit of concern for people and being there in the rain with us made us understand the kind of leadership he brings to the Center," according to Sione Pasi.



They completed the task by the Sabbath deadline at 11:50 p.m. President Moore extended his many thanks of appreciation to all who participated.

...

On Friday, February 21st, the Center will provide a special Centerwide recognition celebration for the community volunteers who participated in the "Million-Dollar-Facelift." There will be a canoe tour, dinner and a special second evening show for the volunteers that evening.



Late, Late, Late~breaking story

Official Welcome of President Moore and Family

By Charles Rivers

The Cultural Center extended a royal Polynesian welcome to PCC President Lester Moore, wife Jeanie and two of his children - Missy and Derris on Wednesday, November 20.

The welcome began outside the Center with a special tram ride to Zions Securities office where general manager Lucky Fonoimoana invited Moore to paint the first brush strokes for the newly renovated Laie Shopping Center. Then it was on to Laie Elementary where they were greeted at the school entrance by Principal Hatter.

The next stop was the Hawaii Temple grounds where Temple President and Sister Jex along with Elder and Sister Hepworth greeted them. The final community stop was at BYU-Hawaii where the Moore's were welcomed by BYUH vice president Eric Shumway



and Dean of Students Nolan Reed and their wives.

Then it was on to PCC where all of the islands and employees participated in welcoming the new president. Their memorable welcome through the Center began

with a behind-the-scenes canoe tour with all PCC departments greeting the Moore family with signs and confetti — lots of it.

Moore, his family and guests traveled on by canoes to the various islands. Upon arrival at the Samoan village, the president was presented with a beautiful Samoan fine mat. The mat was created by five women artisans and took 18 months to complete. Along with the mat, maile leis, other mats and a beautiful carved kava bowl were presented to the president. A special woven hat was made and given to Jeanie Moore.

From the Samoan island, President Moore's party went



Photos by Network Photo



The party at last set out for the islands of Hawaii. Here, the sound of conch shells announced the arrival of the official canoe. A welcome chant by Kumu Hula Cy Bridges awaited Moore and his group. Floral leis were presented as the party was led to the welcoming area. Terry Pane'e led the Hawaiian villagers in songs and dances. Entertainment, gifts and an abundance of fresh local fruits were presented to Moore and group.

A luau held in the school house brought the afternoon festivities to a close. An array of island fare awaited the group. A sampling dish from each Island was on the menu offering a taste of Polynesian cuisine. Taro poi, palusami, kalua pork, raw fish, chipattees, roti, curried chicken, and fruit juices were consumed by

on to New Zealand where he was greeted with a Maori wero challenge. Master Carver, Barney Christy welcomed President Moore on behalf of the Maori people. A handsome piece of Maori carving was presented to the Moore family.

Next was a mid-lagoon welcome by Fiji's Emosi Damuni and his warriors as they "way-laid" the official canoe, boarded it in the center of the lagoon and escorted them to the Fijian Village. Here President Moore was presented with a special whale's tooth necklace, Sulu and shirt, which he immediately put on. Traditional mother of pearl shell necklaces were presented to several members of the group. With the strains of "Isa Lei" in the background, the Moore party made their way to the island of Tonga.

Musicians awaited the group at the canoe landing. Leis were presented to Moore and his entourage was led to the malai; walking over a beautiful tapa cloth laid out from the landing to the center of the malai. Cultural Island Manager Moana Ofahengaue ceremoniously welcomed Moore and his family.

Gifts of kava root, tapioca plants, fine mats, and a roast pig were presented. A rousing *taualuga* was joined by Moore, his wife and Kalo Mataele — which brought the Tongan part of the tour to a close.

Mahana Pulotu and her village people welcomed the group with dances and gifts of floral leis to the island of Tahiti. As dusk approached, the party left for the islands of Marquesas where they were greeted by Eriki Marchand and his villagers wearing headpieces of cock feathers and intricate body tattoos. The president was entertained with chants and songs and was presented with leis and gifts.

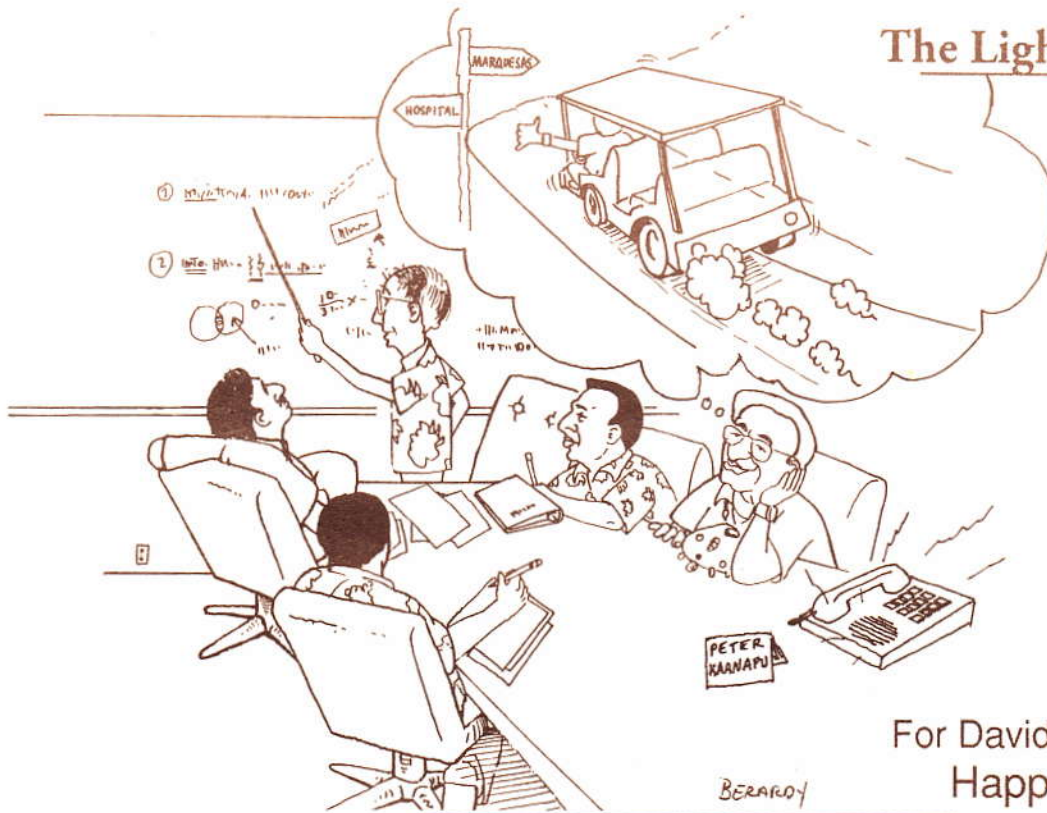
everyone. To add to the evening, a surprise birthday greeting was made to Jeanie Moore. The day of celebration was a great and memorable one for the Moore's.

"Thank you for the great outpouring of warmth and love we received through cards, letters, notes and small gifts since our arrival at PCC. Many of the outpourings were anonymous — and that touched us deeply."

Les and Jeanie Moore



The Lighter Side of PCC...



For David Hannemann,
Happiness is...

BERARDY

World Famous "Rope Master" performs at PCC

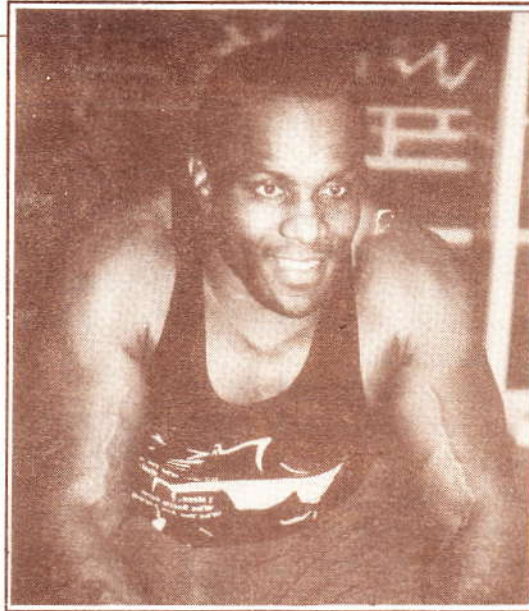
By Terry O'Rand

More than 1,000 Polynesian Cultural Center employees and community residents were treated to a special performance by world-famous James Brewster Thompson recently.

It was sponsored by PCC, BYU-Hawaii and Laniloa Lodge in conjunction with the Honolulu Police Department's "No Hope In Dope" program. Also performing that night was Greg Cabaylo, Hawaii's best and fastest juggler.

Thompson started out jumping rope in high school as a means of staying in shape for the basketball team.

Within eight years he was doing tricks and stunts with the jump rope no one else had ever dreamed of doing or wanted to do for that matter. Just to mention a few of the tricks: he can break dance, perform karate kicks, or carry a 300-pound man on his back while jumping rope with a 15 pound heavy rope. This 15



pound jump rope was made especially for the California muscleman, who is listed in both the *Guinness Book of World Records* and *Ripley's Believe it or Not*.

Thompson can carry up to three people on his body at the same time (weighing a combined total of 415 pounds). The 230 pound San Jose strongman thrills kids all over the world with his Herculean jump roping feats and his amazing one-thumb pushups.

In the last ten years, Thompson has performed his novelty jump rope act at

conventions, karate tournaments, NBA Basketball games, concerts, night clubs, talk shows like Arsenio Hall, David Letterman, Regis Philbins and Into the Night with Rick Dees, just to name a few— as well as movies and a national TV show in Santiago, Chile.

He has also won a number of awards. In 1975 and 1977 he was the National Collegiate Judo Champ as an All American from San Jose State. In 1984, he was first alternate on the Olympic Judo Team. In 1985, he was the National Open Weight Judo Champ.

Thompson is known all over the United States and many parts of the world as the "The Rope Master". He travels across the country giving performances to fight against drugs.