



# IMUA POLENISIA



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D A V I D E S K A R A N

On "*The Front Lines*"

*See page two.*



# ESKARAN EXEMPLIFIES "PERSONAL WORTH" THEME

Cultural Center master carver David Eskaran stood before his fellow employees to deliver a moving, poignant speech which compared his personal "hurts and memories of the past to the understanding and aloha of the present."

He also paid a touching and emotional tribute to all his colleagues on the "Front Lines". Eskaran was keynote speaker at the Center's monthly devotional meeting last Thursday at the IMAX Polynesia theater. The theme was "Personal Worth."

With literally hundreds of employees fighting back tears, he recalled his student days of struggle and sacrifice at BYU-Hawaii, raising a family with \$2 paychecks (the balance went to pay advance student loans). He remember his "saimin days" with his wife and young family where every meal for days comprises of saimin, saimin and more saimin.

"I remember taking all night to type a term paper using one finger because hiring a skilled typist was simply out of the question and going through the pain, worry and frustration of parenthood on a meager budget," he said.

He said what made things bearable and tolerable were folks

like Barney and Marge Christy who gifted them with sweet potatoes; going fishing in the company of others and bringing home a catch to feed his family; secret deliveries of groceries and food to their doorstep; parents stopping by unexpectedly before Temple visits to drop off bags of groceries and a devoted and supportive wife (Terri) who was always at his side.

Reminding the Center audience his story is our story, he explained how when he first came to PCC he would have given blood in its service, but that through the years he became weighted down with unhappiness and disappointment over experiences in the work place. Consequently, he said his changed feelings became a "truckload of rocks of ill-will."

He described how he looked at his job folder one day finding only the things he was counselled and disciplined for and finding no record of his past achievements or any of the good he had done.

Eskaran emphasized, however, a new day and a new spirit has permeated the Center since Les Moore was named as Center president. He admitted he now has a change of attitude and has returned "emotionally" to his original commitment to the Center.

Using pertinent scriptures, he recounted his recent experiences as a carver with a Hawaii delegation to Japan where he spent five weeks and how it contributed to his personal discovery of self worth.

Determined to prove to his hosts and other members of Hawaii's delegation that PCC's

craftsmen were as skilled as the best of them, he demonstrated a work ethic and competency of craftsmanship that highly impressed everyone. Eskaran recalled being told by a fellow delegation member his admiration of his artistry and admitted to him that he, Eskaran, was the best carver in Hawaii that he had seen.

He encouraged employees to do the same in everything they do, knowing they are being observed.

"Individual effort can go a long way. We must take pride in preserving and perpetuating our cultures whether inside or outside PCC. Sometimes the greatest work for PCC is done outside," he said.

Center president, Les Moore praises Eskaran for revealing to Center employees what they have always known but sometimes lose sight of — that working harder and producing work of the highest quality will bring recognition not only to themselves, but also to the Center, their families and their community.

## EDITOR'S NOTE:

*Every Center employee can focus on and remember Eskaran's remarks in reference to the biblical story of Peter attempting to walking on water. It is far better to credit someone for having made the attempt and remained on top for even a short period than to decry them for the failure of their attempt. Eskaran's remarks further remind us the Center can only improve when they praise the good, praise the doers of good and praise the good providers.*





# 4% PAY RAISE ANNOUNCED FOR ALL CENTER EMPLOYEES ...WELL, ALMOST

PCC president Les Moore announced last week all full-time employees — except the PCC Officer Group — will receive a 4 percent wage and salary increase beginning March 1.

The official announcement was made at the Center's monthly employee devotional meeting last Thursday and was greeted with great enthusiasm. Moore also noted a number of individuals who were promoted during recent reorganization changes would also receive salary adjustments to bring them more in line with their new job responsibilities.

"We are completing a study to present for Board approval reviewing new salary increase guidelines over the next fifteen months that will hopefully bring our people in line with competitive Hawaii wages and salary scales," he said.

Student employees, he added, will receive their increases in conjunction with fellow BYU-Hawaii students in April when new federal government minimum wage increases go into effect.



# LOST: VACATION HOURS

We are concerned that our employees will lose vacation hours and miss out on valuable time with their family and friends.

Diana Hummel, PCC Paymaster, reminds all employees of the following vacation policy stated in the Policies and Procedures manual which states: "Employees may carry over a maximum of two (2) weeks of unused vacation beyond their anniversary date."

She said the four employees carried more than 10 days (80 hours) of vacation beyond their anniversary date and lost the surplus hours. She encouraged all employees to check with their supervisors to determine how many vacation hours are credited to them. "Remember your 'years' of service is based on your anniversary, or hire date. It is not based on the calendar year beginning January 1.

It is important each employee be aware of the following schedule:

Years of Service	Hours earned per pay period	Hours earned per year	Days
0 thru 4	3.076	80	10
5 thru 9	4.62	120	15
10 thru 14	5.54	144	18
15 thru 19	6.46	168	21
20 plus	7.38	192	24

For example, if you have worked 5-9 years you earn 4.62 hours each payday for a total of 15 days a year. Someone in the next category (10-14 years) earns 18 vacation days a year.

"Just remember, vacations are established in the system to help YOU. It's your opportunity to rejuvenate yourselves, vitalize your spirit, evaluate your progression, bond with your family and just have good, honest fun," Hummel said.

So when you're ready to head for Disneyland or a family reunion in Nukualofa, Tonga, remember you must officially submit your vacation request three weeks in advance to your supervisor. Bon Voyage!







### JUNIOR GUIDE STUDENTS 'SHAKA' PCC

*Giving the 'shaka' sign this group of elementary students wave their approval of their visit to PCC last week. The Junior Guide Program gives Oahu's young people the opportunity to experience the Islands of Polynesia, Canoe Pageant and Imax Polynesia.*

# MICHELANGELO BYPASSES PCC

If we were living in the Italian Renaissance and we discovered Michelangelo Buonarroti (1475-1564) had bypassed us without giving him our special VIP treatment, many questions would have been asked as to why the faux pas occurred.

But on March 6 a computer virus named Michelangelo and scheduled to infect computer systems all over the United States on his birth date, did indeed bypass our PCC computers. Our computer specialists found themselves relieved and grateful when their screening programs proved our hardware and software virus-free.

Lei Cummings, programmer/analyst, reveals "Our systems are well-protected. Thanks to the efforts of our computer users who diligently performed their data backups, Michelangelo was one guest we happily avoided."





# “Back on my island...”



**Name:** WALLY CHEW  
**Born:** Singapore  
(a country and island)  
**Position:** Financial Analyst —  
Finance Division

"Singapore was the island of my birth. Today there are about 2 1/2 million people living there with about four to five million tourists a year. I want to share some childhood experiences growing up on the Malaysian Peninsula about 300 miles northeast of Singapore in the town of Mentakob in the State of Pehang. Culturally Malaysia is very diverse so when I played with my friends I had to learn to communicate in several languages: Malay, Mandarin Chinese, English and Tamil Indian.

Of course there was no TV. There were movies to go to but the majority of our play time was spent in what we refer to as the jungle.

One of the things we really enjoyed was fishing for tropical aquarium fish in about five-foot wide streams. Two people were needed to do the job — one person at one end stirring and slapping the water to frighten the fish, the other waiting about 15 feet upstream or downstream with a basket waiting for the fish to come in. We stored the fish in waterfilled Coca Cola

bottles to transport them home. We also caught worms from the streams to feed the fish which we kept in our home for the



enjoyment of our own family and friends.

My friends and I also laid traps to catch birds. We would take a three-foot stick, dab both ends with black tar and fasten it to a tree so it looked like a branch. After the bird landed on the tar and got his feet stuck there, we would remove them to take home as pets. The best birds were the Magpie Robins because bird collectors prized them for their singing voices. Also, they were sometimes used as fighters just

as they do in cock fighting, except these birds fought in a cage.

Other games we played included swinging on vines like Tarzan. Sometimes we would swing and drop down into the river. We had to be careful because of the strong river currents especially in the middle. Where we swam we always kept in mind the dead tree lodged firmly in the river bottom which we figured we could also catch on to should we ever get

washed downstream.

Cops and Robbers was another game which we played in the trees leaping from branch to branch. It was dangerous, but we considered it good adventure.

Strangely enough I also remember the trains passing about half a mile away. They were especially loud when they crossed the metal bridge. We used them as a wake-up call. Sometimes I wish my alarm clock was that train from my childhood!

• *Hawaiian Lunch Plate Today!* •



# NEW TRAINING MANAGER ON TRACK

Miller Soliai, the Center's new Training & Development Manager, is on track and ready to establish performance standards for all work positions and to create new training programs for both managerial and supervisory positions.

He will report to John Muaina, senior vice president of Human Resources. Soliai will also develop participative management for employees — getting them involved in the process of empowerment or "ownership" of their jobs.

Soliai began his college career at Ricks, transferred to Southern Utah State College and finally graduated with a degree in government from BYU-Hawaii in 1983. He freely admits he became serious about his university studies after his marriage to the former Kathleen O'Donnel, currently a sound technician in the Center's Technical Services department — where they first met. They now have three children.

Born in American Samoa and raised in Oakland, California, Soliai is the oldest of 17 children — nine of whom are his natural siblings. Eight others are adopted. His father Edwin is retired from the U.S. Navy while his mother, Noatia, presently works for the Center's Maintenance Department.

Since 1974, Soliai has been an employee of the Center as a performer and later as an audio mixer in Technical Services. To supplement his income for a time, he also taught school part-time at Hauula Elementary for four years.



"I feel challenged by the enormity of my job. We will be focusing on training not only for the rank and file employees, but also management-level employees," he said.

Already, he is studying training methods which incorporate the multi-cultural nature of the Center with different approaches and levels of ethnic understanding.

Soliai said he looks forward to establishing a new degree of openness between all departments that will upgrade and improve quality performances of all employees. He hopes to establish renewed pride in the cultural heritage on which the Center is based and to develop and train the BYUH students to fulfill with excellence their work experience at the Center. He is completely committed to the direction given by President Moore that we continually raise both professionalism and spirituality. Both are vital to the success of the Center.

He recently returned from an intensive week of training in Southern California where he received on-site training from the

Hannemann-Dole Organization, a development & management consulting firm owned by former PCC employee Art Hannemann. The primary purpose of his training was to enhance his abilities and fine-tune his goals as Training Manager for the future of the company.

"I participated in some One-Minute management classes and learned about situational leadership. I also met with resource directors and managers of the 'Big-Five' theme parks in Southern California — Disneyland, Universal Studios, Knott's Berry Farm, Wax Museum and Magic Mountain. We discussed the development of employee handbooks and training techniques," he said.

Soliai concluded by saying the Training department will support all employees through sound planning, extensive training, strong administrative and persuasive skills, by establishing clear performance and standards reviews, constructive values and sound ethics with some primary goal — to achieve higher productivity, improve morale and to achieve our corporate goals.

Our condolences extended  
to Concessions employee  
Josephine Kahiapo on the  
recent death of her  
husband Sam. May the  
Lord be with her and her  
family.



# CULTURÄLLY SPEÄKING >>>

*By Rubina Forester*

This week's column will address what we envision for Culturally Speaking . It is written to inform, direct, and inspire Center employees to seek and study the extensive amount of Polynesian research and discoveries around the world.

In doing so it is our hope that each employee will grow with pride and fulfillment in the knowledge they will gain, and in the understanding they will absorb as each column reveals some aspect of Polynesia.

Some ideas will remind us of our own experiences in our homelands, others will make us recognize our kinships with each other. Sometimes methods of discovering who we are and what makes us unique will seem simple to understand, other times we will have to read the column several times to grasp the meaning.

We want to touch not only the minds of the employees but also their hearts recognizing that



Polynesia not only refers to a place but to feelings of brotherhood and sisterhood.

Let us know what you are curious about. We are here to serve you in learning about what makes the Center unique. It is not the buildings, the lagoon, the foliage but mainly the people. And the more they know, understand and remember--the more our guests will feel satisfied and willing to share their experiences here or to return for a second visit.

We invite you to join us as we explore the story of Polynesia and her fellow nations.



## WENDT VISIT PROMPTS MEMORY

*by Eti Eves*

"The piece on author Albert Wendt in our last issue of IMUA POLENISIA took me back many years to my third-form (freshman) days at Samoa College (high school) in Western Samoa. Wendt was the principal there at the time of my enrollment.

Our first meeting with him was memorable because our class had been waiting some 20 minutes or so before he stormed into the Assembly hall. After looking us over briefly he asked, "Tell me, who discovered Samoa?"

A brave student replied, "Jacob Roggeveen".

"No," was Wendt's answer.

"Jean Francois Laperouse, Sir," called out another.

Wendt shook his head. We waited.

Then with eyes shining Wendt said, "SAMOANS discovered SAMOA...and don't you forget it!"

The memory of that experience which I remember as sort of corny and cute carried me for a while during my younger years for it stated an early need for a cultural identity. It continues to help me put relationships into perspective — especially in this multi-cultural workplace and in this melting pot of nations called Hawai'i."

*(Eves works as a PCC musician, whose employment was briefly interrupted last year when he was called up as a reservist as part of Hawaii's "Desert Storm" contingent in the Persian Gulf conflict.)*





Last week's PCC Devotional with the theme of 'PERSONAL WORTH' attested not only to the personal spirituality of David Eskaran, but it also reflected the leadership and talents of all the others included in the program.

It began with a musical pre-announcement introduction of the reworded "HOT! HOT! HOT!" song by Dallin Muti, Tia Muti and

Dorothy Fa'asou, which humorously addressed pay raises with the refrain of:

"Two dollar paychecks not enough — Not! Not! Not!

We need a pay raise so Imua (Les Moore's bestowed Hawaiian name) — What? What? What?"

At the podium, Moore responded to the beat of his own drum with:

"This is the day to Bless, Bless, Bless

You've got a pay raise — Yes! Yes! Yes!"

In this upbeat mood, the Devotional began.

The first speaker, New Zealand Cultural Island Manager Colin Shelford, expressed gratitude for the opportunity to share some of his

innermost feelings. In remembering the February Waitangi week activities, he expressed having had no idea of the love, dedication and unselfish labor of those under his managership.

"Sharing their talents with people all over the world is their strength," he said. "Although the Maori workers perform the same thing on the hour every day, somehow during special times they give heartfelt performances which bring tears to the eyes of our guests."

Reviewing the recognition dinner for his workers and a community member, Shelford presented three awards for service to Seini Ikakoula, Milton Kaka and Fay Campbell. All other employees had previously received their awards in special ceremonies several weeks ago.

## JUNIOR GUIDE PROGRAM HOSTS SLEP PARTICIPANTS

Some of our Cultural Center parents have children in the SLEP program in high school which the State Department of Education sponsors for Students of Limited English Proficiency.

Last Friday, along with the regular Junior Guide Program students which average between 800-1200 students per visit, the SLEP participants culminated a three-day speech festival with an excursion to the Center. The festival included categories in choral speaking, storytelling, interpretive

reading and poetry recital which though the students produced in English, have the same importance as cultural skills in traditional language training.

The 200-plus SLEP students included many from the outer islands who in the second year of the festival found the competition more challenging with more participants and better organization.

Lorin Lee, SLEP teacher at McKinley High School explained: "The students are basically those who come as immigrants and this program gives them the opportunity to improve their English skills, share their language differences and similarities, learn and appreciate other cultures through multi-cultural activities and become aware of education opportunities available

for them around the state."

Patricia Park and Melvin Soong of the Windward District Office and their colleague, Ethel Ward from the State Office of Instructional Services, said that of the 14-16 languages spoken by the SLEP students, Polynesian is spoken by many who have had the opportunity to fellowship with Filipinos, Laotians, Vietnamese, Koreans, Cambodians and Chinese from both Taiwan and Hong Kong and many other Pacific nations.

Velulu Sigavata, PCC's Junior Guide Program coordinator, hosted the SLEP participants along with John P. Sofa, DOE Windward District Superintendent, who briefly welcomed all participants at the Hale Aloha.



# ON THE ROAD TO HANALEI

by Rubina Forester

This past weekend Lulu Sigavata (PCC Education Supervisor) and I spent two days sightseeing on Kauai. An interesting thing we discovered on our brief getaway was that we could not get away from PCC.

When we saw beautiful gardens we wished we could transplant them to our favorite corners of the Center. When we were viewing Waimea Canyon, we wished the scene could be experienced by every employee. When we were served with graciousness, we realized how sweet service can turn an ordinary visit into an extraordinary one. Indeed, we came away more determined to make employee-visitor encounters at the Center more satisfactory.

At the Kauai Hilton we met an attentive, efficient waitress who was also a 6th grade teacher to whom Lulu will now send Junior Guide materials so that she can make plans to bring her students to Oahu and the Center for the experience of their lives.

Also at the Kauai Hilton Lulu heard children singing from one of the concert rooms. Upon closer investigation, we discovered a group of gifted and talented students from a local school putting on a free performance. We thought it appropriate the show was called "Look for the Silver Lining."

But the interesting thing that occurred was that after Lulu had signed their guest book, a lady came up and began a conversation saying she was curious about her Fijian

name. Her name was Jean Sheldon and she had just returned from Laie where she had visited her daughter Momi at BYU-Hawaii. That prompted Lulu to ask about Shelly Sheldon who had worked as a student secretary in the Village Operations office several years ago. Lulu told me Jean Sheldon was a Belcher from Fiji and her family was one of the first families converted to the Church there.

Interestingly enough, Jean Sheldon also turned out to be the sister of a BYU-Provo friend of mine, Rona, with whom I was an active Kia Ora Club member. In fact, one summer we toured the eastern United States by bus sharing our Maori talents at many ward and stake gatherings and community concerts.

Rona was a beautiful girl with lustrous, long black hair but her most striking feature was her gleaming white teeth. Whenever she was asked how she got them so white she would always reveal that when she was growing up in Fiji as a

young girl she used to clean them with pieces of charcoal from their cooking fire. According to Lulu, her grandmother made her do the same thing. And it works!

By the time Lulu and I landed back in Honolulu, we had had numerous conversations with the Center as its focus. We shared many thoughts and feelings about the Center. Some good, some not-so-good.

Some of you may say we allowed PCC to intrude on our good time, but we both feel differently because the Center is like our birth places — it will always be a part of us no matter where we go. We care too much for its good name, its success and its mana.

*(IMUA POLENISIA encourages employees to write about interesting first-person, personal experiences away from the Polynesian Cultural Center that relate back to the Center in fascinating ways. Contact Rubina Forester at 293-3291)*

## Notes From MIS

**We still have a few more IBM PC/XTs and Toshiba 1100+ Laptops for sale. Call Lei at Ext. 3161 to inspect these computers. Minimum bids are set for each workstation at MIS. (Please, no phone quotes!) Place your bids with Purchasing. Computers will be sold to highest bidders. Cash only, please!**

### Computer training

Basic Operator (Mandatory)  
Every 1st Tuesday, 9-11 a.m.  
TimeClock System  
Every 1st Thursday, 9-11 a.m.

GL-Budget-1  
Every 2nd Tuesday, 9-10 a.m.  
PSI Reporting  
Every 2nd Thursday, 9-11 a.m.  
Microsoft Works (WP)  
March 19, 9-11 a.m.  
Microsoft Works (Spreadsheet)  
March 24, 9-11 a.m.  
Microsoft Works (Database)  
March 25, 9-11 a.m.  
Macintosh Basics  
March 17, 9-10 a.m.

### Open Training

Delta Graph • Ready, Set, Go! •  
MORE 3.0 • Calendar Creator •  
PC-MOS (LAN) Basics • DOS  
Basics • FastTrack Schedule •  
Quattro Pro I&II • Microsoft Excel  
• Harvard Graphics • Lotus Agenda





## ELDER AND SISTER FORD COMPLETE MISSION

One of PCC's two missionary couples Elder Owen Ford and Sister Doreen Ford are making preparations to return home later this month to Phoenix, Arizona, where they have lived for 17 years. The couple have served as PCC missionaries for the past 18 months.

Prior to their PCC mission calling in October 1990, they served their first mission in the Connecticut-Hartford Mission. Before that, Elder Ford was State Engineer for the Arizona Department of Transportation, supervising more than 2,000 workers.

Recalling their first assignment to the Chapel in the Mission Complex, Doreen Ford spoke of the marvelous experiences she and her husband enjoyed greeting guests from around the world and sharing the history of the early Christian missionaries. They constantly explained the special relationship between PCC and BYU-Hawaii — also serving as official, unofficial photographers for guests requesting pictures in front of the Chapel.

"I was especially delighted I was able to play the guests' favorite

hymns on the organ at the Chapel. I have memorized "Amazing Grace" and "How Great Thou Art" because they were so often requested. That organ will always hold a special place in my heart. It was built about the turn of the century in Brattleborough, Vermont by the Estey Organ Company," she said with a tinge of emotion and a great deal of affection.

They especially recall the Mission Complex Christmas of 1990. All the employees of that department shared memories of their birthplaces. Christmas Eve was celebrated with a gift exchange ceremony after working hours and each gift giver had to say nice things about the gift receiver without giving away the identity of that person. Elder Ford remembered how for the first time in his life he had to wear a brand-new pink and aqua aloha shirt, the debut uniform for the Mission Complex department. In recent months, he had been working hard at completing the Center's new Preventive Maintenance master plan because of his extensive background as a civil engineer.

Midway through their mission, Sister Ford was given a special assignment to complete the editing, printing, binding and engraving of approximately 50 PCC oral histories that were recorded and written up 10 years ago. She will have completed all of them before she leaves.

"I love doing the histories," she exclaims. "I've learned so much interesting history. I have felt while reading those marvelous stories the true spirit of the early pioneering efforts including those of the dreamers, creators, families and individuals who in fulfilling their stewardships left this legacy of the PCC for those who would follow."

Although all the histories were

uplifting and educational, she was impressed by the dedication of several families who have literally been inspirational in their service to the Center and community--the Mo'o clan, the Damuni's, the Christy family, the Galea'i's, Tony Haiku, the Tapusoa's and many others.

Elder Ford has also left his mark on the Center. He is especially grateful for the opportunity to work closely with Maintenance personnel. He has completed many projects initiated when he was named interim Manager of Maintenance during a PCC-wide reorganization period several months ago.

"The two successes I'm especially proud of are: The study on the disposal of solid waste with Raymond Mariterangi and Leonard Peters in which we saved the Center a considerable amount of money; and the development of a new Maintenance Master Plan for the Center," he said.

Both encouraged Center employees to continue to grow and develop because in doing so the Center experience will become the dream that was envisioned nearly 30 years ago.

PCC president Les Moore praised the Ford's for their charitable and hardworking contributions to the Center. "They have been competent in everything they were assigned to do. Their consideration and kindness has not only been evident here at PCC, but in TVA where they have given food, babysat and counselled with student couples and families. We will remember them — Sister Ford for her contribution to the Oral History Program and Elder Ford for laying the groundwork for the new Maintenance Department. We pray the Lord bless them in their new endeavors and we sincerely thank them for their loving dedication," he said.



**Q.** Is the PCC Farm on your agenda for improvement? We are desperate for a safe, cared-for garden and farm area where we can gather the flowers and leaves we need to make leis and decorations for our village needs and for special presentations. We don't like being told off and scolded by community people for "stealing" their flowers and leaves.

**A.** We have ample farm area right opposite the maintenance building for planting more flower trees such as hibiscus, plumerias, ti leaves, etc. All we need is for Maintenance to start planting the trees that are needed by our people.

**Q.** PCC owns a lot of agricultural land. I know there are a lot of full-time employees that need affordable housing. Can some of this land be made available to help



## WITH THE PRESIDENT

full-time workers build homes there?

**A.** The agricultural land that PCC now holds is not zoned for housing and will be zoned for future PCC growth. There is land that has been designated by the community association for housing needs in Laie. This land will be made available to community members as the proper governmental agencies approve the zoning for this housing growth.

**Q.** What would you tell me if I told you I pick breadfruit off Center trees? I would rather feed my family with it than see it fall on the ground and rot.

**A.** Breadfruit that cannot be used by the Center directly can be distributed by the PCC Maintenance Department. I think our departments should be making better use of what we have rather than letting the fruit rot.

**Q.** What can we do about individuals who pick flowers from the front areas to decorate their areas? The flowers should be kept on the bushes for our guests to enjoy.

**A.** It appears that we have a real need to supply flowers within the village areas. We need to first make available to our departments the flowers that they need by planting the kinds of trees they feel we need in our plantation area before we tell them they can't pick flowers in the front areas.



If you have ever wondered what kind of example PCC President Les Moore is setting in following the Center policies and procedures, wonder no more.

Moore is pictured taking his cart certification test last Friday so he could drive around the U.S. Ambassador Zhu of the People's Republic of China on Saturday.

Curious as to why his corporate cart was not dropped off at its usual location, he was respectfully informed by Maintenance Manager Leonard Peters that Pita Unga would not deliver his cart until he passed the certification test. Moore readily agreed and praised Unga for "doing his job correctly."

How did he fare? He was beaming and proudly showing off his green dot on his company ID to the PCC Officer Group minutes later.



## FEDERAL TAX WITHHOLDING CHANGES

As announced in his recent State of the Union address, President George Bush has directed all employers to reduce the amount of federal income tax withheld from employee payroll checks. The reduced withholding amount was effective March 1, 1992 and is reflected on this paycheck, dated March 12, 1992.

This means you will receive more money on each payroll check this year. However, the change will have the following effects when you file your tax return next year:

- 1) If you normally get a refund, it will be smaller because a smaller amount will be withheld during the year.
- 2) If you normally have had just enough withheld from your payroll checks to pay federal taxes owed, the amount withheld may not cover the amount of federal income taxes due.
- 3) If you normally have had to send money to the IRS with your federal tax return, you may have to send more than expected because a smaller amount will be withheld for the rest of 1992.

Remember, your overall tax liability will remain the same, but you may wish to increase the amount of federal tax that is withheld to insure that enough is being deducted. Simply complete a new IRS Form W-4 and 1) reduce the number of exemptions claimed or 2) request an additional amount of money to be withheld each pay period. W-4 forms are available at the Human Resource window.

Please do not call the Payroll Office to determine your tax change, for more tax information call the IRS at 1-800-829-1040.

## IMUA POLENISIA

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Correct  
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The Lighter Side of P.C.C.



"It's really amazing what Eriki's done with the place  
since he took over."