



UPDATE '86

Employee Newsletter

Friday, July 25, 1986

This, Too, Is The Place

Many people know the story of Brigham Young declaring, "This is the place," when he first sighted the Valley of the Great Salt Lake after the Mormon pioneers' arduous trek across the plains in 1847.

But few people know Brigham Young came to Laie and also declared it the place for the Saints.

This amazing event occurred in 1864, a year before the Church purchased the 6,000-acre Laie plantation. W.W. Cluff, who had come on a mission to the Sandwich Islands with Joseph F. Smith to investigate charges against Walter Murray Gibson, had been charged with finding a suitable place to relocate the Saints from the failed community on the island of Lanai.

He records in his journal, after looking all over Kauai, that he stopped in Laie:

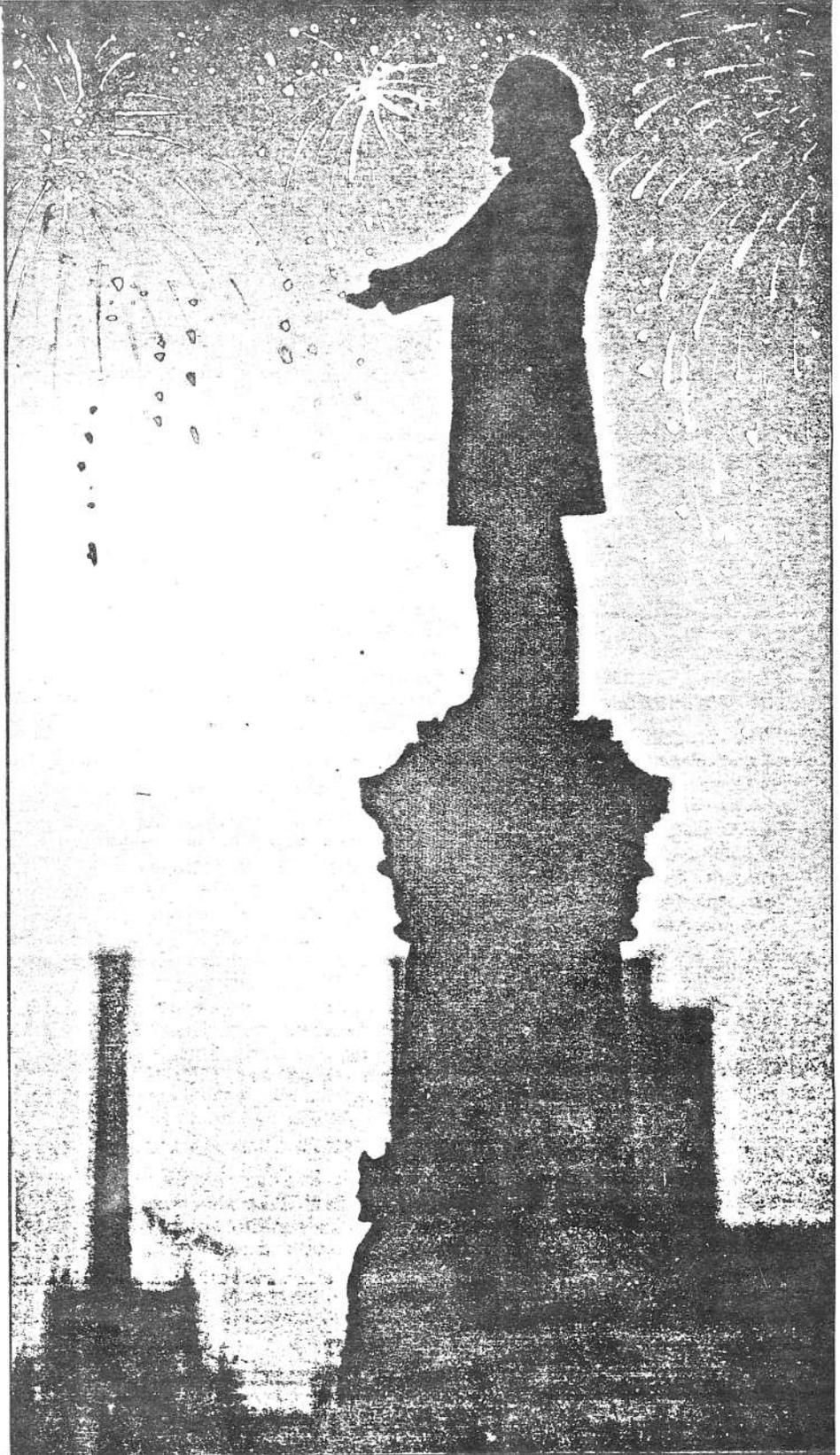
"One day, feeling somewhat lonely and depressed in spirits, I retired to one of the thickets and knelt down in secret prayer, after which I strolled along a path winding through grass plots and hau thickets, more or less in a listless mood or reverie, when suddenly -- and to my astonishment -- President Brigham Young came walking up the path and met me face to face.

"After the ordinary greetings were exchanged, we sat down on the grass beside the path, and a brief conversation about the work on the islands passed between us.

He then referred to the beautiful landscape before us, commenting on the beautiful plain, the rich alluvial soil, the verdure covered and timbered mountain in the distance and of the beach washed by the gentle waves of the Pacific Ocean.

"This," he said, "is a most delightful place."

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Management Committee Reorganized

General Manager, Ralph G. Rodgers Jr., announced this week a reorganization of the management committee in which all of the different functions in the organization can meet together. In this regard all of the Senior Vice Presidents over their individual areas meet with five others representing various functions. These five are Paul Benzmiller, Rod Brewer, Cy Bridges, John Muaina, and Winnie Neilson.

John Muaina was named to head a brand new department, one which is a necessity in a large corporation such as the Center whose main concern is daily guests. John will head the Customer Satisfaction department. He will operate out of an office in the front reservation area where he is accessible to guests.

In addition to John Muaina, Rod Brewer, Cy Bridges, Winnie Neilson, and Paul Benzmiller will answer for their respective responsibilities to the General Manager.

Other changes include the movement of Special Projects to Vernice Pere and Theater to Bryan Bowles. A change names Jack Uale to the Theater Managers position, while Delsa Moe moves as Manager of Guides answering to David Hannemann. Art Neilson moves from Guides to work with PCC Properties Inc., under the direction of John Napoleon, and Pulefano Galeai is named as the new Villages Manager. Larry Yuen has been named as Assistant Controller under the direction of Les Steward.

The Senior Vice Presidents along with Les Steward, Vice President of Finance, meet with the General Manager in a weekly Executive Council. A Management Committee which consists of the Executive Council plus Paul Benzmiller, Rod Brewer, Cy Bridges, John Muaina, and Winnie Neilson, will meet weekly and the existing Management Team will continue to meet the first Monday of each month.

Les Steward Appointed As Vice President

The Polynesian Cultural Centers newest Vice President has been with the Center for a total of 17 years. Les Steward, Vice President of Finance, began working here in 1969. He graduated from CCH-BYU Hawaii with a Bachelors degree in Accounting and Business Management. He has served as President of the BYU Alumni for 2 years and is currently serving as a member of the Executive Alumni Committee as the Past President.

Now a bishop of the Laie 4th Ward in the Laie North Stake, Les Steward is originally from Australia. Born in Woolongong, Aust., he was educated in New Zealand from 1963-1969 at the Church College of New Zealand. Then he came to Hawaii where he married and now has two children. He is the recipient of the "Outstanding Young Man of the Year" award for 1985 which he received from the National Jaycees. Les Steward is active in representing the Center in several community organizations. This is valuable representation for the company.

When asked how he liked the new position Les Steward stated that he's "in meetings more and can't get anything done", so he's very busy but very happy nonetheless.

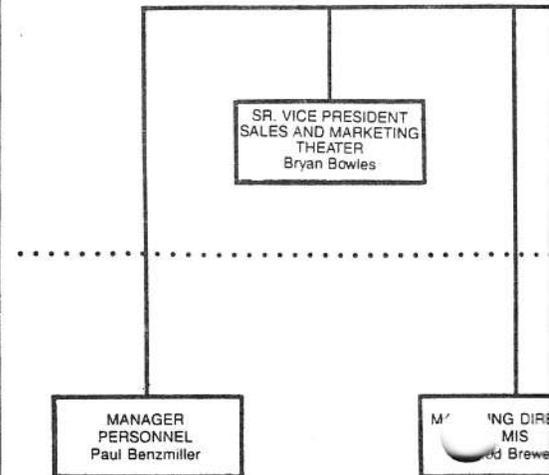
Theater Tickets Available

As an added Polynesian Cultural Center benefit, movie tickets are now available to all Center employees. They are Consolidated Tickets and they are good to use at all Consolidated Theaters. The cost is \$3 each. You can buy the tickets but you can't resell them.

Anyone interested can pick up theirs from Debbie at Special Projects. You can buy as many as you like for \$3 each. GO FOR IT!

Polynesian Cultural Center
Executive Council
and
Management Committee

JULY 1986



ADVERTISING COMMITTEE:

Initiates ideas and strategy to best promote PCC in the marketplace.
Chairman, Mike Foley
Christina Aldanese
Bryan Bowles
Vernice Pere

ALC COMMITTEE:

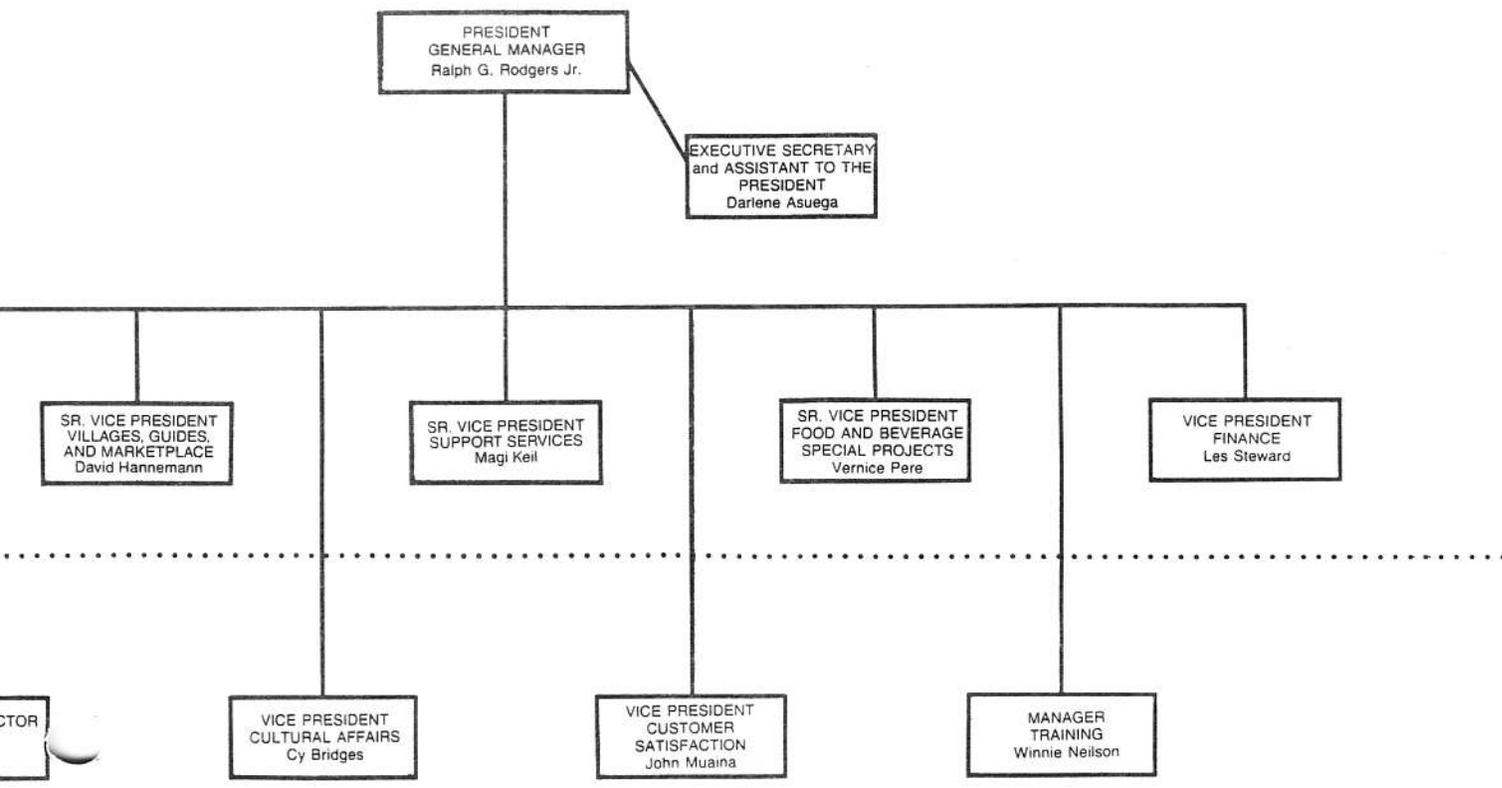
Reviews and sets policy which affects the BYU-HC/PCC relationship.
Darlene Asuega/Sec.
Paul Benzmiller
Magi Keil
Les Steward

ARTISTIC COMMITTEE:

Initiates ideas and change for the overall artistic quality and consistency of PCC.
Chairman, Bryan Bowles
Winnie Neilson
Vernice Pere

BUDGET COMMITTEE:

Reviews, approves, and implements the annual budget.
Chairman, Les Steward
Executive Council
Judy Kapu



CAPITAL EXPENDITURES COMMITTEE:

Reviews and approves all capital improvement requests.
 Chairman, Les Steward
 Executive Council
 Judy Kapu
 Raymond Mariteragi
 Gil Obina

COMMUNITY RELATIONS COMMITTEE:

Works with local, city, state, national, and international groups for promoting strong relations with the PCC. Presents requests for funds and recommended activities to the Executive Council for decision.
 Chairman, Les Steward
 David Hannemann
 John Muaina
 Pam Su'a

COMPUTER USER COMMITTEE:

Review departmental computer needs and challenges and make recommendations to Executive Council for decision.
 Chairman, Rod Brewer
 Paul Benzmiller
 Alan Decker
 Verdetta Kekuakalani
 Claire Kim
 David Rodgers

CULTURAL COMMITTEE:

Discusses cultural needs, concerns, and questions that relate to the authenticity and appropriateness of PCC events and presentations.
 Chairman, Cy Bridges
 Emosa Damuni
 Vai Fa'amaligi
 David Hannemann
 Vernice Pere
 Mahana Pulotu
 Tommy Taurima

EMERGENCY COMMITTEE:

Formulate procedures for all emergencies which may arise endangering the safety of employees, guests, and PCC property. Coordinate emergency preparedness with BYU-HC and Oahu Civil Defense.
 Chairman, Magi Keil
 Harvey Alisa
 Sam Langi
 Raymond Mariteragi
 John Muaina
 Winnie Neilson
 Albert Peters

EMPLOYEE RELATIONS COMMITTEE:

Plans employee events.
 Chairman, Vernice Pere
 Paul Benzmiller
 Winnie Neilson
 Pam Su'a

GRIEVANCE COMMITTEE:

Reviews employee grievances, reports findings and makes recommendations to the Executive Council for action.
 Chairman, Paul Benzmiller
 Ad Hoc Committee appointed by Executive Council for each hearing

HAY COMMITTEE:

Reviews all job descriptions, sets hay points, reviews salaries comparatively with Hawaii market, church and PCC policy and makes recommendations to the Executive Council for decision and implementation.
 Chairman, Rose Faoliu
 Paul Benzmiller
 Executive Council
 Ad Hoc members as necessary

This, Too, Is The Place Continued...

"He then rose to his feet and silently casting his eyes over the surrounding country, turned to me and in his pleasant and familiar manner, said: 'Brother William, this is the place we want to secure as headquarters for this mission.

"The interview was terminated and I was alone."

Later that year, Elder Cluff continues, he was released from his mission and met three elders in San Francisco on their way to Hawaii with instructions to purchase "some suitable place." He told them he was confident they would buy the Laie property.

As we celebrate Pioneer Day 122 years later in this same beautiful place, it's good that we reflect on our pioneer heritage and the wisdom and guidance of prophets who led them.

New Temple President For Samoa

Tutaga Samuelu Atoa and Helen Evans Atoa parents of Delsa Moe, Laurie, Luana, Sam, and Jimmy Atoa, have been called to serve in the Apia Samoa Temple. Tutaga Atoa was called as Temple President to succeed Charles I. Sampson, while his wife Helen is called as temple matron.

President Atoa has served as a regional representative, a stake president, a councilor in the mission presidency and a high councilor. He is a graduate of BYU and was married in the Idaho Falls Temple. The Atoa's have five children, four of which have and do work here at the Center.

Sister Atoa has served as a librarian at the Church College of Western Samoa for 20 years and as a Primary teacher. She attended BYU, served a mission in Samoa, as well as serving as a teacher and advisor in the Relief Society and Young Women organizations.

Laie Day Celebration Schedule

July 25th

Outdoor Movies
Location: BYU Entrance
Starts: 8:00 p.m.
Followed by a community dance

July 26th

Parade
Our Theme is "Lady Liberty"
Starts: 9:00 a.m.
Sign up for a space in the parade with Mili Peters, 293-5675

Crafts and Food Fair
Location: BYU
Starts: After the Parade
Call Lavern Kaluhiokalani at 293-2247 for booth information
Entertainment: Call Joe AhQuin, 293-9997

Don't Forget!

Don't Forget to be a part of the PCC's T-shirt design contest for "The Second Annual PCC T-shirt". This years theme will be "PCC...the place to be".

The number of colors is not limited, the designs do not have to be in black and white only and they also do not have to be camera ready. Just the idea is good enough. Artists will be used later for the finished product.

The deadline for all designs is August 15, 1986. They should be turned in to Debby at Special Projects no later than 5:00pm.

Employee identification numbers should accompany the designs (names should be left off). Any PCC employee may enter as many times as they wish, but all entries must be turned in by the August 15th deadline. All entries become the property of the Center. A judges decision will be final and the winner will be announced at the Anniversary Devotional meeting.

Prizes for the winner as well as second and third places will be awarded. They include a dinner and show for six at Monterey Bay Cannery and Society of Seven show, a weekend for 2 at Sheraton Waikiki including \$40 dining credit, and dinner for 2 at the Royal Hawaiian Monarch Room with the Cazimero Brothers show.

Retirement Benefits

Approximate Monthly Benefits From Social Security at Age 65

(Assuming you have had a typical earnings history and that your present earnings level will continue)

YOUR AGE IN 1986	YOUR PRESENT ANNUAL EARNINGS				
	\$10,000	\$15,000	\$22,000	\$31,000	\$42,000 & Up
65	\$396	\$514	\$674	\$736	\$760
64	404	522	686	750	780
63	408	528	694	762	794
62	418	540	710	782	818
61	418	542	712	784	824
55	422	548	720	802	860
50	426	552	730	822	900
45	409*	532*	704*	803*	896*
40	403*	524*	695*	796*	905*
35	406*	530*	698*	802*	926*
30	399*	521*	684*	787*	912*

*These amounts are reduced for early retirement at age 65; reduction factors are different for workers and spouses.

To get an exact figure, you will need to use your personal earnings history and determine your "Average Indexed Monthly Earnings". To qualify for benefits, you need 40 quarters of work under Social Security, even fewer if you were born before 1929.

You can retire as early as age 62 with reduced benefits, as follows (applies to persons reaching age 62 before 2000):

AT AGE 65 100%	BENEFIT AMOUNTS		
	AT AGE 64 93-1/3%	AT AGE 63 86-2/3%	AT AGE 62 80%
\$400	\$373	\$346	\$320
500	466	433	400
600	560	520	480
700	653	606	560

You may retire in any month between the ages shown. The benefit would be adjusted accordingly.

Also, remember that if you stop working before age 65, your average earnings will probably be lower, and so your benefit will be lower even before applying the age-reduction percentage.

Starting with the year you reach age 62, benefits are increased each year in accordance with changes in the cost of living, effective for December, and payable in early January.

Later Retirement Ages

Social Security law provides for a deferred, gradually phased-in increase in the normal retirement age (i.e., the minimum age at which unreduced benefits are payable, currently age 65). This age will be gradually increased to 66 for those who reach it in 2009, beginning the phase-in with those who reach age 62 in 2000. The normal retirement age will be held at 66 for several years. Then it will be gradually increased to 67 for those who reach that age in 2027, beginning with those who reach age 62 in 2017. Early-retirement benefits beginning at age 62 will continue to be available, but the reduction factors shown here will change, and larger reductions will result.

Social Security for Your Family When You Retire

In addition to your Social Security check, benefits will be paid to the following family members when you retire:

- Unmarried children who are
 - under age 18 (19 if in high school), or
 - disabled before age 22
- Spouse, at normal retirement age (age 62, with reduced benefits)
- Spouse caring for your child who is under age 16 or disabled
- Divorced spouse, at normal retirement age if married to you for at least 10 years (age 62, with reduced benefits)

Each of your dependents will receive 50% of your full-rate primary benefit except for spouses who claim benefits between age 62 and the normal retirement age. There is a limit on the amount a family may receive in total benefits. This varies from 150% to 188% of the person's primary benefit (and is 175% for workers with above-average earnings).