

# CAREER & BUSINESS

## CLASSIFIEDS / BIDS

### Data Processing Programmer Analyst \$2720-\$3474/Mo.

Seeking self-motivated network administrator to manage large enterprise-wide networks. Will be responsible for network design, recommending and implementing hardware and network operating system upgrades, monitoring resource utilization and recommending appropriate software and hardware modifications and upgrades. Will coordinate installation of internetwork connections including bridges, routers and gateways to host computers. Consider exp. in LAN admin., design & installation; in mainframe programming; and consider knowledge of NOVELL Netware operating systems. For complete job description & application, contact City of Salem 588-6162. Equal Opportunity Employer/Affirmative Action. Closes 12/17/93.

### Senior Energy Management Engineer

Organize and manage project teams in delivering existing energy management programs. Prepare program budgets and annual work plans. Supervise, provide technical guidance, training and direction for assigned staff. Research, plan, and develop energy management programs. Direct the development of program procedures, specifications and work plans. Negotiate, manage and approve service contracts with consultants and subcontractors. Develop methodologies, modeling requirements and engineering calculations for analyzing and verifying energy savings. Position requires six years of progressively responsible experience in energy management including two years of supervisory experience. Bachelor of Science degree in Engineering, Architecture or other related field from a university with a four-year accredited curriculum. \$1,817.60 - \$2,348.00/bi-weekly.

For application packet contact: Eugene Water & Electric Board, PO Box 10148, 500 E. 4th Avenue, Eugene OR 97440 ATTN: Human Resources (503) 484-2411 ext., 3012. Position closes Monday, January 3, 1994 5:00 p.m. Equal Opportunity Employer

### Industrial Energy Management Engineer

Develop and implement proposals for energy efficiency projects from conceptualization through installation and verification of energy savings. Develop and administer contracts with contractors, customers and consultants and act as project manager for complex projects. Lead teams to develop and implement energy management projects and programs. Develop industrial energy analyses and methodologies. Develop and modify computer programs and methods. Position requires five years of progressively responsible experience in energy management (four years experience with an Engineer-in-Training (EIT) Certificate) including lead work and project management responsibilities. Bachelor of Science degree in engineering or other related field from a university with a four-year ABET accredited curriculum. \$1,557.60 - \$2,013.60/bi-weekly.

For application packet contact: Eugene Water & Electric Board, PO Box 10148, 500 E 4th Avenue, Eugene OR 97440 ATTN: Human Resources or (503)-484-2411 ext., 3012. Position closes, Monday, January 3, 1994 5:00 p.m. Equal Opportunity Employer

## Community In Action: Women Helping Women

Success in life usually happens when we are guided and can share the rewards with others. But where can women business owners get their knowledge, experience and support needed to achieve this success? One such way is through WNET--Women's Network for Entrepreneurial Training. Now in its third year locally, WNET is searching for business women to participate in this innovative and richly rewarding program for the upcoming year.

Originally launched by the Small Business Administration's Office of Women's Business Ownership, WNET helps match successful female entrepreneurs (mentors) with women business owners (protées) whose company is ready to grow. "This is a program which visibly con-

tinues our legacy of success by forming stronger relationships between women business owners in our community," says Marian Tovar, WNET Coordinator, "there are numerous women out there who have so much to offer. We tap into that business experience by creating a year-long relationship and the rewards are immeasurable."

In that coaching relationship, both the mentor and protégé benefit. Says one past mentor, "I learned so much from my protégé. As I gave her advice, I realized I should apply that same advice to my own issues. It helped me put my business in perspective."

Currently WNET is recruiting candidates from throughout the Portland Metro area. Women who have

founded their own company, are CEO's, Vice-Presidents, Senior Managers or in professional careers with significant business experience are encouraged to volunteer as mentors. Registration for protégés is also being accepted, provided your business had been operating or at least one year, is ready to grow and you are willing to apply the advice received from your mentor. Says Tovar, "WNET has six mentors committed for 1994 and this group feels the number of matches is virtually limitless. Professional women in Portland are ready to take this program to the next level."

Applications are being accepted for the 1994 program. Deadline is January 7, 1994. For further information, please contact Marian Tovar, WNET Coordinator at (503) 639-2242.

## Hales Appoints New Fire Chief

Continued from Metro Life

with the Palo Alto Fire Department in 1966. He has been its chief since 1981. Some of Wall's accomplishments include serving as Palo Alto's Director of Emer-

gency Services during the 1989 Loma Prieta earthquake. Additionally, he was instrumental in developing two nationally known programs dealing with hazardous

material storage and toxic gases. Commissioner Hales and Chief Wall will conduct a press conference Friday, November 26, 1993 at 1 p.m. in City Council chambers.

## Oregon Employment News

### CRAFT NAMED MANAGER OF DOWNTOWN PORTLAND EMPLOYMENT OFFICE

Kathy Craft was recently named manager of the Downtown Portland office of the Employment Department. Craft, who has been with the department for 20 years, has been filling in as acting manager of the office since January 1992. Prior to coming to the Downtown Portland office, Craft's most recent position was manager of the department's employment service programs unit. Contact: Michelle Kennedy, 378-3216.

### SOUTH COAST JOB SERVICE EMPLOYER COMMITTEE WINS AWARD

The South Coast Job Service Employer Committee (JSEC), was named "Local JSEC of the Year." The award was given at the 1993 JSEC state conference in Newport. The Job Service Employer Committee is a partnership between Oregon employers and the Employment Department. Local JSECs are teams of volunteer employer representatives who serve as advisors to the Oregon Employment Department. This arrangement helps local employers and the department to identify and address employment challenges. The South Coast JSECs based out of Coos Bay, has won this distinguished award three out of the five years of their existence. They are also the first JSEC chapter in history to win this award two years in a row. Contact: Jim Cunningham, 269-1200.

### PRODUCTION COMPANY USES EMPLOYMENT OFFICE

The Downtown Portland Employment Office was used recently to film scenes for an upcoming movie for the USA Network. The movie, "Save the Last Dance For Me," called for scenes from an employment office. According to production manager Marjie Lundell of Last Dance Productions, the Downtown Portland office was the perfect choice. The movie, which stars Cheryl Ladd, is scheduled to air in December. Contact Shirley Surville, 229-5094.

## Public Notice

The State Of Oregon, Department Of Human Resources, Senior and Disabled Services Division, is issuing a Request For Qualifications (RFQ) for data collection and analysis and for consultant services strategic planning.

The intent of this RFQ is to obtain the services of one or more contractors with experience in the area of data collection and analysis, and/or in the area of long term strategic planning in order to facilitate development of division goals.

Interested parties may request further information or copies of the request for qualifications by calling:

Kim Redinger  
Senior And Disabled Services Division  
500 Summer Street, 3rd Floor  
Salem, Oregon 97310-1015  
(503) 378-8103

Proposals must be received no later than 3:00 P.M., Friday, December 17, 1993.

In compliance with the 1990 Americans With Disabilities Act. The RFQ is available in audio or large print format.



## U S WEST. Investing In The Future.

At U S WEST, we are continually investing in new technology to meet the needs of our customers today, and in the future. But some of our greatest investments are the ones we're making in people, through U S WEST Foundation education grants, U S WEST volunteerism and U S WEST's commitment to diversity. We're investing in tomorrow by improving the quality of life here today.



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Making the most of your time.

## One thing finally motivated Greg to get a home equity loan right away.



It's easy to get the ball rolling. Call 1-800-THE-BofA to apply by phone.

## See below.

Greg from Astoria appreciates all the improvements we've made to banking.

But our latest improvement really moved

him. We've lowered rates on home equity loans and lines of credit. A lot.

We've also improved loan points and fees (by eliminating them).

We've improved the application process

(to apply by phone, call 1-800-THE-BofA).

We've improved the approval process (by the next business day), and, once approved,

you'll get your money within 30 days.

Guaranteed. We've even improved loan terms

(by extending them to up to 25 years).

And through December 18th, Bank

of America checking customers will get

a special loan discount

of .25% on home equity

rates. If you don't have a

Bank of America personal

checking account yet, it only takes a few minutes to sign up.

So there you have it. Improved home

equity loans and lines of credit. One more

way B of A is building a better bank. Ask

about them at any branch. Or see above.

IMPROVED HOME EQUITY RATES  
**6.84%**

BANKING ON AMERICA

**Bank of America**

Mike from Legal reminds us to include this information about the rate: "The current APR for Home Equity Lines of Credit (which can vary monthly) is 7.09%. Your rate can never be more than 7.50% above your initial rate. The initial rate will be determined at closing, and may vary from current APR. The featured APR of 6.84% includes a reduction of .25% for clients with a B of A checking account. A \$35 annual fee is waived the first year. Property insurance must be maintained. No points, no fee, and guarantee offer based on the use of tax assessed value for equity qualification. For loans and lines up to \$100,000. If appraisal is required, a fee will be assessed. Home Equity Loan example: on a \$20,000 home equity loan at 25 years, with automatic payment, at 7.75% APR, the monthly payment is \$151.08. Home equity loans require automatic payment from your B of A personal checking account. If automatic payment is stopped, the interest rate will increase .25%. See branch for complete details. Limited time offer. Our apologies for all the fine print in today's ad -- it's the law. Bank of America Oregon. Member FDIC."