

Advertising deadlines 12:00 Noon Monday
Hours: Monday - Friday 8:30 a.m. - 5:30 p.m.

To place your ad, email

advertising@theskanner.com

Severe

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I obviously know them all after doing shows here for a long time. It's hard to get a fan anymore because so many artists are hitting them up. We'll do a show and half the of the people in the crowd looking at you will be rappers. And it's not like they're going to be there really wanting to buy your music and support you. It's really tough.

For example Braille, he's on my album, he's been doing things for a really long time. He's really done it and made a living off it. He toured the world with James Brown.

It's good to get the respect of local guys. That's what I really wanted to do on this album. Do what we've been doing and known for with this sound, but get people who I really appreciate and involve and who are willing without having to coerce them or pay them or anything. They just wanted to get down.

I guess that kind of contradicts myself saying I'm not

influenced by the local guys, my initial thought is I'm trying to think outside the local scene. There's only so much you can do here. I kind of think that you have to get respect outside here before the local people will really jump on board.

TSN: Are you planning any national tours?

SS: We've done stuff here and there. Going back to SXSW in March. Third year in the row we've done it. California runs. Up north to Seattle. It's about connecting contacts and who you know. I think I know I want to tour smarter, make sure it's worth it. ...

TSN: How do you go about making the national scene? I guess that's a million dollar question.

SS: Yeah. I feel like I have got some national press. I send out my album and get reviews. I've gotten reviews from URB magazine and Okayplayer, which is a big company in

partnership with great artists like The Roots and others. I don't know the big secret. It's hard work. Just keep pushing at it. I wish I had the answers. I just do this because I really like to do it.

I feel like it's something that's inside of me. My dad is actually a musician ... he's from Nicaragua, I'm a first generation American ...

- Check out Serge Severe on myspace.com/sergesevere
- www.facebook.com/pages/Serge-Severe/50570564104
- twitter.com/SERGESEVERE
- www.cdbaby.com/cd/sergesevere
- <http://www.reverbnation.com/sergesevere>
- www.theskanner.com/.../Serge-Severe-DJ-Wels-Release-Free-Mixtape

BOLI

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mistakes in a month – however minor – or be fired.

"We can't comment on Mr. Murray's performance, why he was moved into another role or why he was separated," Krum said. "His supervisor met with him regularly to ensure that he was being given the appropriate resources and training to succeed."

The No Call No Show That Wasn't

Willis says his troubles also began when he started questioning procedures and policies during meetings that were designed for such a purpose. According to Krum, Starbucks has an "open door" policy for such ideas.

"Most of my issues came in meetings," he said. "They'd say they were trying to empower us ... but when we brought issues to them ... it seems like they always stuffed them under the rug."

When he was fired for his "no call, no show," that he denies happened, he said he applied for unemployment and was granted it by the state, until Starbucks appealed the decision. He said he didn't have the funds to pay for either the appeal fee or to mail and produce copies of his records. He is now being forced to pay back more than \$5,447 he received in unemployment insurance compensation that he says was used to pay bills and other living expenses.

Starbucks says they maintain resources for employees to report concerns and mismanagement.

"In addition to the various hotlines and other resources for partners to report concerns, including anonymously, we survey our partners regularly throughout the company,"

according to Krum. "All partners at Tazo had the opportunity to respond to an anonymous survey last year. ... As far as we know, neither Mr. Shabazz nor any other individual at the plant has raised this as an issue. When our partners raise complaints we promptly investigate and seek to resolve their concerns."

Investigation

BOLI spokesperson Bob Estabrook says an investigation into a complaint of employment discrimination can take anywhere from 5 months to a year, with lots of variables. Many cases will be dropped by complainants before they reach a conclusion, for a variety of reasons, he says.

BOLI investigates about 2,000 complaints a year, the vast majority of them labor-related.



INTERIM CLINIC SOFTWARE PROJECT MANAGER

This 30 hr per wk limited duration position is expected to last approx 1 yr. The project manager will oversee the implementation of the Electronic Health Records (EHR) system that includes documentation, training and vendor relation. Full job description and application details can be found at www.ncnm.edu. EOE

2-16-11

SUB-BIDS REQUESTED

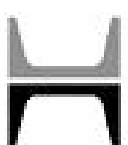
SOUND TRANSIT U250

University of Washington Station

Bid Package #UWST-04.A:
Elevators Rebid

PRE-BID MEETING:
February 15, 2011 at 10:00am

BIDS DUE:
February 22, 2011 at 2:00pm



**HOFFMAN
CONSTRUCTION
COMPANY OF
WASHINGTON**

**Bid Phone: (206) 286-6697
Fax: (206) 286-7523**

1505 Westlake Ave N, Suite 500
Seattle, WA 98109
LIC # HOFFMCC164NC

We are an equal opportunity employer and request sub bids from all interested firms including disadvantaged, minority, women, disabled veterans and emerging small business enterprises.

Other Subcontracting Opportunities - Internet
<http://www.hoffmancorp.com>

2-16-11

SUB-BIDS REQUESTED

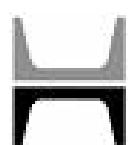
Mason General Hospital

Bid Package #MGH-1.A: Abatement

Bid Package #MGH-1.B: Demolition

Bid Package #MGH-1.C: Earthwork
and Utilities

BIDS DUE:
February 23, 2011 at 2:00pm



**HOFFMAN
CONSTRUCTION
COMPANY OF
WASHINGTON**

**Bid Phone: (206) 286-6697
Fax: (206) 286-7523**

1505 Westlake Ave N, Suite 500
Seattle, WA 98109
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Other Subcontracting Opportunities - Internet
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2-16-11

SUB-BIDS REQUESTED

Mason General Hospital

Bid Package #MGH-1.D: Concrete

BIDS DUE:
February 24, 2011 at 2:00pm



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WASHINGTON**

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We are an equal opportunity employer and request sub bids from all interested firms including disadvantaged, minority, women, disabled veterans and emerging small business enterprises.

Other Subcontracting Opportunities - Internet
<http://www.hoffmancorp.com>

2-16-11

SUB BIDS REQUESTED

Powell Butte Reservoir No. 2 Phase 2

City of Portland

Bid Date March 8, 2011 @ 2:00 pm

PCL is requesting scope of work and bids, Monday
March 7, 2011 @ 1:00 pm.



**PCL
CONSTRUCTION
SERVICES, INC.**

15405 SE 37th
Street, Suite 200
Bellevue, WA 98006
CCB# 083460

P – (425) 454-8020 F – (425) 454-5924

We are requesting bids from Subcontractors and Suppliers, including Minority and Women owned businesses, and Emerging Small Businesses for the following: concrete – forming, placing, and reinforcing steel; masonry; metals; rough and finish carpentry; waterproofing; sheet metal; doors and windows; painting and flooring; fire suppression; plumbing and equipment; HVAC; electrical work; earthwork; exterior improvements; utilities; waterway and marine construction; piping and support; and handling equipment-cranes.

Documents are available on PCL FTP site or in PCL's office in Bellevue, WA

Email – seattlebids@pcl.com for FTP site information

Questions regarding site work, vault and reservoir related work contact **Glen Lamoreaux @ 480-829-6333**

Questions regarding park center, maintenance building, single-family residence, park trails, fencing, landscape and irrigation contact **Derek Pizzey @ 425-519-7325**.

2-16-11