

Kibak Tile sees boost in revenue

REDMOND – Kibak Tile, a Warm Springs Ventures company, enjoyed record-high revenue in the last quarter of 2003.

Kibak Tile also saw a 42 percent increase in revenue from 2002 to 2003.

Kibak Tile is based in Redmond. Through Warm Springs Ventures, the Confederated Tribes are the majority owner of the company.

Ventures is the venture-capital investment arm of the tribes.

Ventures chief executive officer Thomas Henderson said, "We are extremely pleased with the progress of one of our newest acquisitions, and we anticipate this momentum to continue in 2004."

Henderson said he also sees the potential for adding a third new division – with a Native American theme, reflecting the

tribal ownership – to the tile company.

Kibak Tile and its new division Sealane Tile produce hand decorated tile for such companies as Disney, Donald Trump Enterprises, and the Carolina Panthers of the NFL.

Other customers include the California Pizza Kitchens, El Pollo Loco Restaurants, Alfredo's Restaurants, Marriott Hotels, Hyatt Regency Hotels

and the Paris Hotel and Casino in Las Vegas.

Kibak Tile is distributed nationally through Ann Sacks Show Rooms.

Sealane Tile, its newest division, is now distributed in over 25 showrooms throughout the U.S.

For more information visit the company's web sites at www.kibaktile.com; and also at www.sealane.com.

Indian Business Talk

Importance of equity

By Bruce Engle
Credit Support Officer

Equity, what is it? It is the cash value of your ownership interest in an asset, be it a car, a house, a gun, etc.

It usually computes as fair market sale price, less debt owed, less costs of sale. Cash-in-pocket after the deal is done, pretty well describes it.

It used to be said about those who owed more on a car than it was worth that they were "buried" in the car. That was popular until some wealthy Texans actually were buried in their prized Cadillacs and Rolls Royces.

Now, someone who owes more on a car than it is worth is said to be "upside down" in the car. They are under their debt instead of on top of it.

For example, buy a \$12,000 new car from the lot today and finance it with zero down and drive it home.

If you decide to sell it ten days later, it is now a used car and not worth what you paid for it or what you owe on it.

You will have to pony up some cash to get out from under the debt.

Buy a house in a booming economy and you may see your equity increase through the phenomenon of appreciation.

When demand for housing is strong and there is a shortage of desirable homes on the market, buyers will be forced to pay more for a home.

As an economy goes sour or a home is allowed to deteriorate,

the value of the home and the owner's equity will decrease.

Some other ways to increase your equity are to make a larger down payment, make larger than agreed-to monthly payments, keep the property in tip top condition or make improvements to the property that increase its value by more than the cost of the improvements.

Toward a healthy economy

Community economic development is like a teepee. The basic support structure consists of three poles lashed together, each giving support to the other two. All three are essential to the success and longevity of the whole.

Let the first pole represent the tribal members who desire success in their personal and business affairs, who will seek the necessary education and training to prepare themselves for gainful employment for themselves and their families.

The second pole will consist of an adequate body of commercial law, supported by the tribal membership and a competent and fair-minded court system.

The third pole represents sources of credit and investment capital both from on and off the reservation.

A healthy, robust Native American economy is possible when all three elements are in place and working well.

The lack of any one of the poles will severely limit the potential for success.

In the Tribal Court of the Warm Springs Reservation

Lyle Rhoan Jr., petitioner, vs. Yvonne Rhoan, respondent, case No. DO157-03. To Lyle Rhoan Jr./Yvonne Rhoan. You are hereby notified that a petition for DISSOLUTION OF MARRIAGE has been filed with the Warm Springs Tribal Court. By this notice you are hereby summoned to appear in this matter at a hearing scheduled for 9 a.m. February 25, 2004, at the Warm Springs Tribal Court. All of the facts in this case will be heard at this hearing, including evidence you wish to present. You must appear to present your argument or the other side will automatically win. The petitioner, Lyle Rhoan Jr., may then be given all that is asked for in the petition for dissolution of marriage. The petitioner will be present at the hearing. If you desire to personally argue your side of the case, you may have a legal aide, spokesperson or attorney appear on your behalf at your expense. If you have questions, seek legal advice. Judge Lola Sohapp, Tribal Court.

Philamene G. David, petitioner, vs. John A. David, respondent, case No. DO170-03. To Philamene G. David/John A. David: You are hereby notified that a petition for DISSOLUTION OF MARRIAGE has been filed with the Warm Springs Tribal Court. By this notice you are hereby summoned to appear in this matter at a hearing scheduled for 9 a.m. February 19, 2004, at the Warm Springs Tribal Court. All of the facts in this case will be heard at this hearing, including evidence you wish to present. You must appear to present your argument or the other side will automatically win. The petitioner, Philamene G. David, may then be given all that is asked for in the petition for dissolution of marriage. The petitioner will be present at the hearing. If you desire to personally argue your side of the case, you may have a legal aide, spokesperson or attorney appear on your behalf at your expense. If you have questions, seek legal advice. Judge Lola Sohapp, Tribal Court.

Carlos Benitez, petitioner, vs. Glenda Fisher, respondent, case No. DO06-04. To Glenda Fisher/Carlos Benitez: You are hereby notified that a petition for FILIATION has been filed with the Warm Springs Tribal Court. By this notice you are hereby summoned to appear in this matter at a hearing scheduled for 10 a.m. February 12, 2004, at the Warm Springs Tribal Court. All of the facts in this case will be heard at this hearing, including evidence you wish to present. You must appear to present your argument or the other side will automatically win. The petitioner, Carlos Benitez, may then be given all that is asked for in the petition for filiation. The petitioner will be present at the hearing. If you desire to personally argue your side of the case, you may have a legal aide, spokesperson or attorney appear on your behalf at your expense. Judge Lola Sohapp, Tribal Court.

To Debrah George, case No. IN102-03. An informal hearing has been scheduled with the Warm Springs Tribal Court at 2:30 p.m. on February 18. This hearing has been scheduled at the request of Juniper Auto Sales for the following reason: Overdue Account.

You are hereby required to appear at this time on your own behalf. It is important that you attempt to resolve this issue, in order to prevent further action against you in state court. If you fail to appear at the scheduled time, the presiding judge may issue a warrant for your arrest. Judge Walter Langnese, Tribal Court.

To Harold and Priscilla Blackwolf, case No. IN96-03. An informal hearing has been scheduled with the Warm Springs Tribal Court at 1:30 p.m. on February 18. This hearing has been scheduled at the request of Juniper Auto Sales for the following reason: Overdue Account. You are hereby required to appear at this time on your own behalf. It is important that you attempt to resolve this issue, in order to prevent further action against you in state court. If you fail to appear at the scheduled time, the presiding judge may issue a warrant for your arrest. Judge Walter Langnese III, Tribal Court.

To Eleanor Williams, case No. IN106-03. An informal hearing has been scheduled with the Warm Springs Tribal Court at 3 p.m. on February 18. This hearing has been scheduled at the request of Approved Credit for the following reason: Overdue Account. You are hereby required to appear at this time on your own behalf. It is important that you attempt to resolve this issue, in order to prevent further action against you in state court. If you fail to appear at the scheduled time, the presiding judge may issue a warrant for your arrest. Judge Walter Langnese III, Tribal Court.

To Lee Johnson, case No. IN105-03. An informal hearing has been scheduled with the Warm Springs Tribal Court at 2 p.m. on February 18. This hearing has been scheduled at the request of Juniper Auto Sales for the following reason: Overdue Account. You are hereby required to appear at this time on your own behalf. It is important that you attempt to resolve this issue, in order to prevent further action against you in state court. If you fail to appear at the scheduled time, the presiding judge may issue a warrant for your arrest. Judge Walter Langnese III, Tribal Court.

To Kelly M. Wewa, case No. IN46-03. An informal hearing has been scheduled with the Warm Springs Tribal Court at 2 p.m. on February 11. This hearing has been scheduled at the request of Les Schwab Tire Service for the following reason: Overdue Account. You are hereby required to appear at this time on your own behalf. It is important that you attempt to resolve this issue, in order to prevent further action against you in state court. If you fail to appear at the scheduled time, the presiding judge may issue a warrant for your arrest. Judge Wilma Smith.

To Harlan Waheneka. An informal hearing has been scheduled with the Warm Springs Tribal Court at 2:30 p.m. on February 11. This hearing has been scheduled at the request of Les Schwab Tire Service for the following reason: Overdue Account. You are hereby required to appear at this time on your own behalf. It is important that you attempt to resolve this issue, in order to prevent further action against you in state court. If you fail to appear at the scheduled time, the presiding judge may issue a warrant for your arrest. Judge Wilma Smith.

To Marjorie Kalama-Gabriel, case No. IN48-03. An informal hearing has been scheduled with the Warm Springs Tribal Court at 1:30 p.m. on February 11. This hearing has been scheduled at the request of Les Schwab Tire Service for the following reason: Overdue Account. You are hereby required to appear at this time on your own behalf. It is important that you attempt to resolve this issue, in order to prevent further action against you in state court. If you fail to appear at the scheduled time, the presiding judge may issue a warrant for your arrest. Judge Wilma Smith.

Cort Directions lands its largest-ever customer

BEND – Cort Directions, a Warm Springs Ventures company, announced its largest business contract in the company's history. The contract is with the county of Berks, Penn., which employs 2,600 people.

The Cort Directions system will provide Berks County employees with a complete and integrated payroll, human resources, and employee self-service solution.

The County of Berks will also use Cort's pension management solution.

With the new system Berks County employees will gain improved reporting abilities, enabling them to create real-time management reports on their own. The system will also provide better benefits administration, featuring a single integrated database for human resources and payroll.

Other benefits include enhanced applicant tracking and ensuring compliance with government regulations.

"Cort is able to provide us

with a cost-effective system with important benefits that competitors lacked," said Beth Schiepan, Berks County director of human resources. "Managing employee data is a very important and extensive task, and Cort's system will help us do this more efficiently."

The County of Berks will also deploy Cort Directions' self-service module, providing web-based access to employees and managers, allowing them to review pay history, benefits, attendance and time entry. Cort's self-service offers time savings to the payroll and human resources departments, using a secure web interface that allows employees to review and change personal data.

Cort Directions was founded in 1975. The company provides software to medium and large sized organizations with complex payroll and human resources tasks. Cort is located in Bend, and through Warm Springs Ventures, is owned by the Confederated Tribes.

Make donations at thrift shop

Donations of winter clothes are being accepted by the Warm Springs Thrift Shop. Items needed include coats, snowsuits, gloves, scarves, hankies, legwarmers, thermals, hooded sweaters, boots, etc.

Bring the items to 2107 Wasco St., Monday-Friday, 8 a.m.-5 p.m. It would also be help-

ful if they were washed.

This month the shop will be having a raffle drawing for a Valentines basket. When you come into the store you will win a free ticket for each \$10 you spend in the Thrift Shop.

The drawing will be held Feb. 14. Need to be present to win.

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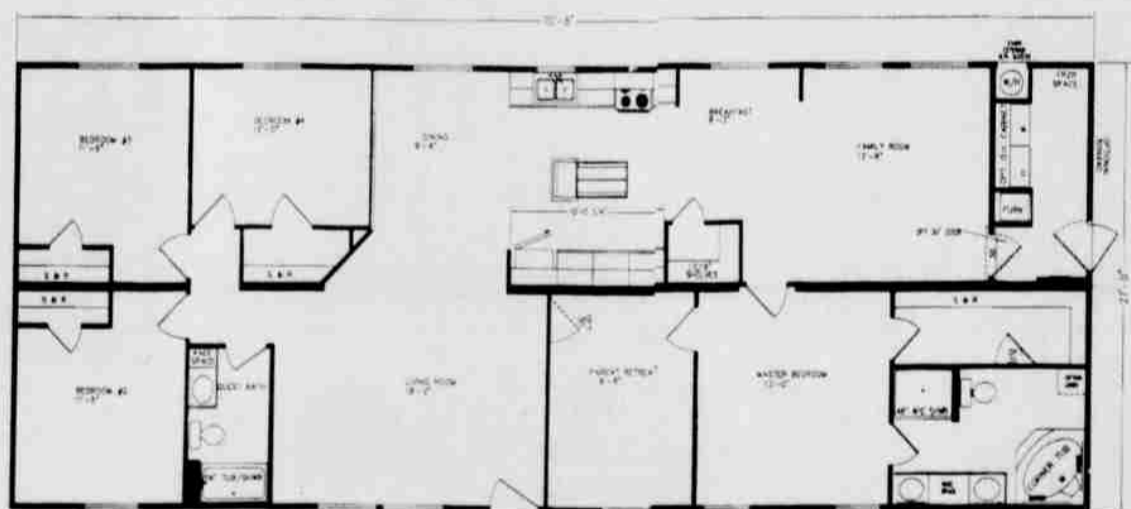
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