

\$15 million by the Mitsubishi Electric Corp. of Japan and its American subsidiaries. Its mission is to contribute to society by assisting young Americans with disabilities to lead full and productive lives. The foundation fulfills this mission by supporting education and other programs aimed at enhancing the independence, productivity and community inclusion of young people with disabilities. During its first 5 years the foundation has received more than 1,000 funding requests and awarded nearly \$2 million in grants to benefit American children and youth with disabilities.

The foundation is based in Washington, DC and works primarily at the national level but also collaborates with principal Mitsubishi Electric America [MEA] facilities to have an impact at the local level. Philanthropy committees at MEA companies have made many generous contributions of money, electronics products, and volunteer support to nonprofit organizations in communities across the country.

In my home state of Illinois, for example, Mitsubishi Electric Industrial Controls, Inc., and Mitsubishi Electronics America, Inc. maintain active volunteer committees through which dedicated employees serve their communities in the Chicago suburbs. Through its matching grant program, the foundation supplements the companies' donations to local organizations helping young people with disabilities.

The story behind the foundation's creation gives insight into the sponsoring corporation. At the 1990 meeting of the presidents of the North American Mitsubishi Electric America group companies, former MEA president Takeshi Sakurai presented his goal of encouraging the companies to reciprocate the good will and hospitality of the communities in which the more than 4,000 MEA employees live and work.

Focusing on the challenges and barriers that exist for people with disabilities, Mr. Sakurai urged the corporation to help ensure that young Americans with disabilities have full access to competitive employment, integrated education, independent living options, and recreational opportunities in their communities. With the establishment of a foundation, he declared, the companies and employees could contribute to this critical need through the donation of funds, products, and volunteer time. Following Mr. Sakurai's presentation, many of the senior executives around the table made personal donations, which eventually formed part of the initial endowment of the Mitsubishi Electric America Foundation.

Takeshi Sakurai became the first board president of the foundation, and with the board of directors worked to strengthen support for the foundation's work within the corporation, develop strategies for its outreach to the disability community, and institu-

tionalize philanthropy within the corporate culture of MEA companies. Through the efforts of its board, the foundation has helped to educate its sponsoring corporations about the importance of good corporate citizenship and on the critical issues facing people with disabilities. The 12-member board includes Mitsubishi Electric America company presidents, the foundation's executive director, representatives from the parent corporation in Japan, and two MEA employees who are nominated by their peers to serve 18-month terms.

Mitsubishi Electric Corp.'s investments in the foundation have paid unexpected dividends by influencing the sponsoring corporation back in Japan. Responding to the success of the foundation, Mitsubishi Electric Corp. has expanded its philanthropic activities in Japan and around the world; many of these efforts are aimed at people with disabilities.

The Socio-Roots Fund, which was established by the corporation in 1992 to match employee donations, awarded the yen equivalent of \$450,000 to organizations assisting youths with disabilities in Japan in 1994. The corporation's Nakatsugawa Works facility now offers sign language classes to its employees. The corporation also donated the yen equivalent of \$180,000 to 75 schools, organizations and projects serving people with disabilities throughout Japan. A second Mitsubishi Electric Foundation was established in Thailand to provide promising students who are in need of financial assistance with the means to complete their education; in June, 1993, this foundation awarded its first full scholarships to 30 engineering students.

The foundation has received several awards for its achievements in grantmaking, some of which clearly demonstrate the foundation's impact on the MEA companies. For example, the foundation was honored with the prestigious Leadership Award from the Dole Foundation for Employment of People with Disabilities. My colleague from Kansas, Senator BOB DOLE, presented the award in recognition of the foundation's accomplishments and also cited Mitsubishi Electric America as a model for other corporations in integrating disability awareness into corporate policies.

The MEA foundation and Marriott foundation for People with Disabilities jointly received the Council for Exceptional Children's 1992-93 Employer of the Year Award, in recognition of their successful replication of the "Bridges . . . From School to Work" transition program, which helps prepare youth with disabilities in Washington, DC for employment after high school.

In 1994, Mitsubishi Electric America was named one of the top 100 U.S. employers by CAREERS and the DISABLED, a leading magazine in the disability field, based on a reader survey that asked readers to name the top

three companies or government agencies for whom they would most like to work or that they believed would provide a positive working environment for people with disabilities.

These public acknowledgements are a fitting tribute to the Mitsubishi Electric Corp.'s investments in our Nation, but I would like to add my own personal thanks to the Mitsubishi Electric America foundation, Mitsubishi Electric Corp., and the Mitsubishi Electric America group companies for their generosity.

I congratulate the staff, officers, board of directors, and advisory committee members who have helped position this foundation as a leader in supporting innovative programs for young people with disabilities. I hope the foundation will continue its successful work for many years to come.●

IN MEMORIAM, PAN AM 103

● Mr. MOYNIHAN. Mr. President, I rise today to note with solemnity the anniversary of the bombing of Pan Am flight 103 over Lockerbie, Scotland. It is now 7 years since that infamous act which claimed the lives of 270 people. All the more vile because its perpetrators still have not been brought to trial.

Despite a regime of international sanctions, the Libyan government refuses to extradite the indicted terrorists. A state which harbors outlaws must, of necessity, remain an outlaw state. The United States and our allies ought never to waver in our commitment to the rule of law and the measures necessary to enforce it.

On November 3, I joined the families of the victims and President Clinton at Arlington National Cemetery for the dedication of a memorial cairn. On that occasion the President reminded us that "we must never, never relax our efforts until the criminals are brought to justice." I emphatically concur.

Mr. President, I yield the floor.●

ARNOLD SHAPIRO

● Mrs. FEINSTEIN. Mr. President, recent studies have indicated that the violent crime rates are decreasing in many cities, but that there is a disturbing rise of violent crimes being committed by teen-agers.

I think there is no more important issue facing this Congress than violence. Congress must take steps to reduce violent acts—in the home, in the workplace, and on our streets—that occur with numbing frequency in America.

I have been particularly troubled by the content of many programs that air on television networks in this country. Ultra-violent acts appear almost around the clock. While I have spoken out frequently about the problem of television violence, I also wanted to take a moment to praise an upcoming television documentary that details

the positive steps taken by many companies to help troubled and disadvantaged kids.

"Everybody's Business: America's Children," a network documentary produced by the Oscar- and Emmy-Award winning Arnold Shapiro, will air this Saturday, December 23 from 8 p.m. to 9 p.m.

This program showcases the volunteer and funding efforts made possible by many American companies and corporations to help troubled and disadvantaged kids. Katie Couric is the host of this special which praises many companies for providing mentoring programs and community support efforts to support our children.

During this holiday season, it is particularly refreshing to see a network television program which promotes the good deeds of American companies.

As we look ahead into the coming year, it is my hope that more television programs will give this type of positive reinforcement to America's companies that make an investment in our youth.

It also gives me pleasure to note the program is produced by one of Los Angeles's leading producers, Arnold Shapiro. He is well known for his quality programs and documentaries, including "Scared Straight" and "Scared Straight: Exposing and Ending Child Abuse." He recently won the Peabody Award for his CBS children's special, "Break the Silence: Kids Against Child Abuse."

Arnold Shapiro's brand of television—straight forward, informative and educational—is exactly the type of programming I hope to see more of on network television in the coming years.●

ISRAEL "IZZY" COHEN

● Mr. SARBANES. Mr. President, I rise today to pay tribute to a celebrated member of the Maryland business community, Mr. Israel "Izzy" Cohen, who recently passed away at the age of 83. As the chairman of Giant Food, Inc. Izzy Cohen managed one of Maryland's and the Capital area's most successful corporations—and he accomplished this task with deep respect for his employees and a commitment to his community.

Izzy Cohen's warm personality, devotion to customers and Giant employees is legendary. These were the talents that earned him the nomination of generations of employees and patrons. Under his leadership, Giant Foods pioneered in consumer information and involvement. His commitment to community was also reflected in his strong support of the educational television program, "It's Academic," and in his many other fundraising activities. One notable example is Computers for Kids where customers save their Giant receipts and schools collect them for money for classroom computers and equipment. Thousands of children across the State of Maryland have benefited from Izzy Cohen's patronage of these programs.

Izzy Cohen was truly an accomplished leader in commerce, and one of those outstanding citizens who by example and action evoked the very best in all of us. I extend my most sincere sympathies to all the family and friends of Izzy Cohen. Mr. President, I ask that the following articles from the Washington Post that pay tribute to Izzy Cohen be printed in the RECORD. The articles follow:

[From the Washington Post, Nov. 24, 1995]
ISRAEL COHEN, CHAIRMAN OF GIANT FOOD, DIES AT 83
CANCER CLAIMS PIONEER IN SUPERMARKET INDUSTRY
(By Claudia Levy)

Israel Cohen, the Giant Food Inc. chairman who built his company into the largest regional grocery store chain in the nation, died late Wednesday at his home in Washington at the age of 83. He had non-Hodgkin's lymphoma, a form of cancer.

A pioneer in an industry where razor-thin profit margins quickly separate the winners from the losers, "Izzy" Cohen was the principal architect in the rise of Giant from a single store on Georgia Avenue to what many analysts say is the premier regional supermarket chain in the nation.

Washington area consumers today spend 44.8 cents of every grocery dollar at Giant, largely because of Cohen's business savvy.

Cohen was one of the wealthiest people in the Washington area and an important member of the local business community. Yet he remained a very private person, talking little about himself or his personal life, and worked in relative obscurity.

But "as a retailer he had no fear," said business consultant Sheldon "Bud" Fantle, former chairman of People's Drug Stores Inc. "All of his ideas were before the fact. He was a leader."

Cohen commended a tight-knit organization that now includes 164 stores, largely in suburban neighborhoods, from New Jersey to Northern Virginia. Its headquarters is in Landover in Prince George's County, and 107 of its stores are in the Washington area. Giant has more than 26,000 employees and annual sales of \$3.7 billion.

The Giant real estate division, GFS Realty Inc., owns or manages 27 shopping centers in the Washington area. Giant also owns a bakery, a dairy, an ice cream plant, a soft-drink plant, a plastic milk container manufacturing plant and other food-processing businesses.

Under Cohen, Giant advertised heavily in newspapers and was quick to employ such marketing innovations as bulk sales, in-store pharmacies and products labeled with Giant's private brand names. It hired former White House counselor Esther Peterson as its first consumer adviser, promoted her heavily and listened seriously to the customers. Giant was the first chain in the country to install computer price scanners at checkouts, now standard in the industry.

"This is the best businessman in Washington in his time," said Donald E. Graham, chairman of The Washington Post Co. and publisher of The Post. "He built a great company in a completely personal way. Everyone in Giant down to the cashiers knew who they worked for and they knew it because every week of his life he visited some Giant store. He didn't just visit, he spent time," stopping to help customers if needed.

Cohen made it a point to promote from within, to the extent of training company employees for sophisticated technical jobs, Graham said. "Every year, Giant relentlessly worked to gain slivers of market shares," building it to the largest in the country, Graham said.

Fantle said Cohen "was always two or three steps ahead of his competition."

Fantle's drug stores went head to head with Giant's in-house pharmacies.

For years Giant has had the highest profit margins among Washington area supermarkets—3 percent in an industry where the national average is 1 percent. Much of that margin came from the profit of his drugstore operations and the fact that Giant Food was a "vertically integrated" company that manufactured everything from milk cartons to ice cream and soda for its private brands.

Cohen would say this was a result of having "smart persons to make decisions around here," Graham said, "But everybody else would give him the credit."

Fantle said "He ran a bright, clean store with good values. And certainly he had the knack of advertising. . . ."

When Cohen's longtime partners in Giant, members of the Lehrman family, agreed to sell their share in the corporation to a British supermarket chain in 1994, control of Giant remained with Cohen, who owned half the voting stock and controlled four of the seven seats on the board of directors.

Giant announced yesterday that four senior officers and Cohen's sister, Lillian Cohen Solomon, will now vote his stock and manage Giant.

Cohen had controlled the company since 1964, when his father, company cofounder Nehemiah Meir "N.M." Cohen, retired. For a period, Washington attorney Joseph B. Danzansky was chairman, a compromise choice resulting from a dispute between Giant's founding families. But it was a titular post, and Cohen ran the operation.

Israel Cohen was born in Rishon-Le-Zion, Palestine, where his father was a rabbi and teacher in a one-room school. The Cohen family settled in Lancaster, Pa., when Israel Cohen was 9.

N.M. Cohen at first operated a kosher butcher shop. In the mid-1930s, he went into partnership in Washington with Samuel Lehrman, a Harrisburg, Pa., food distributor, to begin a self-service grocery store of the sort coming into vogue in California.

They selected Washington because they believed that federal employees would form a reliable customer base. The first store opened in the midst of a snowstorm on Feb. 6, 1936, on Georgia Avenue at Park Road NW. Issy Cohen worked at the store along with his brother, Manny, stocking shelves and driving the company's truck.

Izzy Cohen served in the Army during World War II and after the war began to rise through administrative positions in the Giant company, patterning his understated business style after his father, who retired in 1964.

Izzy Cohen took a year off in the 1950s to recover from tuberculosis, which he had contracted in the Army, and used the time to become a master bridge player. He was known to fellow tournament players for his "poker" face, a card player's best asset. He owned a condominium in Miami, where he often went to play cards, and a stable of horses at Laurel Race Course.

Cohen set about expanding the Giant empire despite increased competition, which in recent years has included warehouse grocery firms and others. One key to its success, Cohen told stockholders, was "having our people fully understand both the nature of what is a competitive war and what their role is in the fight."

On his visits to stores, Cohen would pitch in to bag groceries when the checkout lines were getting too long, Giant President Pete L. Manos recalled yesterday. Cohen would point out that the unshelled peanut bin needed a scoop or that a sign was wrong, Manos said. He'd stop to talk to customers