drawing of blood from a homebound individual, without the need for other skilled nursing services, as a qualifying event for Medicare home health benefits.

Sec. 202. Monthly Certification for Hospice Care after First Six Months.

Section 202 amends section 1812(a)(4) to require monthly (rather than a one-time) recertification of a hospice Medicare patient as terminally ill after the patient has received hospice services for over 6 months.

Sec. 203. Payment for Home Hospice Care on Basis of Geographic Location of Home.

Section 203 amends section 1814(i)(2) to provide for Medicare payment of hospice care furnished in an individual's home based on the geographic location of the home (rather than of the hospice).

Sec. 204. Limitation on Hospice Care Liability for Individuals Not in Fact Terminally Ill.

Section 204 amends section 1879(g) to provide that Medicare beneficiaries (or hospices) do not have to pay for hospice care based on an incorrect diagnosis of terminal illness if the beneficiary (or hospice) did not know, and could not reasonably have been expected to know, that the diagnosis was in error. As is the case under current practice for other situations involving waiver of liability, a beneficiary has a favorable presumption of ignorance, while a provider of services does not.

Sec. 205. Medicare Capital Asset Sales Price Equal to Book Value.

Section 205 amends section 1861(v)(1)(O) to set the value of a capital asset (as recognized by Medicare) at the time of change of ownership at the book value of the asset. The section also applies this valuation to providers of services other than hospitals and skilled nursing facilities, and eliminates obsolete language referring to a return on equity capital.

Sec. 206. Repeal of Moratorium on Bad Debt Policy.

Section 206 repeals section 4008(c) of the Omnibus Budget Reconciliation Act of 1987, which prohibits the Secretary from making changes in the requirements governing Medicare payment for the bad debts of hospitals.

Part B—Bankruptcy Provisions

Sec. 221. Application of Certain Provisions of the Bankruptcy Code.

Section 221(a) adds a new section 1143, which provides that (1) the automatic stay of actions during the pendency of bankruptcy proceedings does not apply to actions by the Secretary or a State with respect to participation in Medicare or Medicaid, including actions relating to program exclusion, CMPs, recovery of overpayments, and denial of claims; (2) debts owed to the United States or to a State for an overpayment (except for an overpayment to a beneficiary) or a penalty, fine, or assessment under Medicare, Medicaid, or title XI are not dischargeable in bankruptcy; and (3) repayment to the United States or to a State of a Medicare or Medicaid debt, or for penalties, fines and assessments with respect to a debtor's participation in Medicare or Medicaid are considered final and not preferential transfers under the Bankruptcy Code.

Section 221(b) adds a new section 1894, which provides that (1) bankruptcy courts must use Medicare rules for determining whether claims by a debtor under the Medicare program are payable, and the allowable amounts of such claims; (2) the notice to creditors required under the Bankruptcy Code must be provided, in the case of Medicare debt, to the Secretary rather than a fiscal agent; and (3) a claim for payment under Medicare cannot be considered a matured debt payable to the bankruptcy estate until allowed by the Secretary.

TITLE III—MEDICARE MENTAL HEALTH PARTIAL HOSPITALIZATION SERVICES

Sec. 301. Services not to be furnished in residential settings.

Section 301 amends section 1861(ff)(3)(A) to eliminate payments for partial hospitalization services in an individual's home (including an institutional setting).

Sec. 302. Additional Requirements for Community Mental Health Centers.

Section 302 amends section 1861(ff)(3)(B) to require community mental health centers, as a condition of receiving payments for partial hospitalization services, to serve a substantial number of patients who are not eligible for Medicare benefits, and to meet additional conditions the Secretary may specify concerning the health and safety of patients, or for the effective or efficient furnishing of services.

Sec. 303. Prospective Payment System.

Section 303 amends sections 1833 and 1866 to authorize the Secretary to develop a prospective payment system for partial hospitalization services. The system is to provide for appropriate payment levels for efficient centers and is to take into account payment levels for similar services furnished by other entities. Beneficiary coinsurance is limited to 20 percent of the new payment basis.

TITLE IV—MEDICARE RURAL HEALTH CLINICS

Sec. 401. Per-Visit Payment Limits for Provider-Based Clinics.

Section 401 amends section 1833(f) to extend the current per visit payment limits applicable to independent rural health clinics to provider-based clinics (other than clinics based in small rural hospitals with less than 50 beds).

Sec. 402. Assurance of Quality Services.

Section 402 amends section 1861(aa)(2)(I) to require clinics to have a quality assurance and performance program as specified by the Secretary.

Sec. 403. Waiver of Certain Staffing Requirements Limited to Clinics in Program.

Section 403 amends section 1861(aa)(7)(B) to limit the current authority for the Secretary to waive the requirement that a clinic have a mid-level professional available at least 50 percent of the time. The waiver will be applicable only to clinics already providing services under Medicare, and not to entities initially seeking Medicare certification.

Sec. 404. Refinement of Shortage Area Requirements.

Section 404 amends section 1861(aa)(2) to refine the requirements concerning the area in which a clinic is located. First, the section requires triennial recertification that requirements are met. Second, the Secretary has to find that there are insufficient numbers of needed health care practitioners in the clinic's area. Third, clinics that no longer meet the shortage area requirements will be permitted to retain their designation only if the Secretary determines that they are essential to the delivery of primary care services that would otherwise be unavailable in the area.

Sec. 405. Decreased Beneficiary Cost Sharing for RHC Services.

Section 405 amends sections 1861(aa)(2) and 1833(aa)(3) to lower beneficiary coinsurance for RHC services to 20 percent of the per visit limit.

Sec. 406. Prospective Payment System for RHC Services.

Section 406 amends sections 1833 and 1861(aa)(2) to require the Secretary to develop a prospective payment system for rural health clinic services (to go into effect no later than 2001). The system may provide for adjustments for excessive utilization, and is to be updated annually. Initially the system is to result in aggregate payments approximately equal to those under current law. Beneficiary coinsurance is limited to 20 percent of the new payment basis.

WEDDING OF JASON SCOTT STELE AND MICHELLE FAYE LAWRENCE

HON. BILL PASCRELL, JR.

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Tuesday, June 3, 1997

Mr. PASCRELL. Mr. Speaker, I would like to bring to your attention the momentous occasion of Jason Scott Stele's and Michelle Faye Lawrence's wedding on Saturday, May 31, 1997. The wedding took place in Carmel, IN at the Indianapolis Hebrew Congregation.

Jason was born on October 1, 1974, in Livingston, NJ to Kenneth and Sharon Stele of West Orange. He was educated at West Orange High School and attended Purdue University where he received his bachelor of arts in psychology. A graduate student, Jason received his master of science degree in psychology from George Mason University.

Jason managed to garner numerous awards and distinctions throughout his collegiate career. Among his top honors are membership in Phi Beta Kappa National Honor Society, Golden Key National Honor Society, and Psi Chi National Psychology. Included with this impressive list of accolades is Jason's graduating with distinction—within the upper 5 percent of his class—and making the dean's list.

Michelle was born on December 30, 1973, in Carmel, IN, to Herman and Diane Lawrence. She was educated at Carmel High School and also attended Purdue University, earning her bachelor of science degree in mathematics education. Michelle also managed to garner numerous awards and distinctions, among them being membership in the Golden Key National Honor Society, Kappa Delta Pi National Education Honor Society, and the National Council for Teachers of Mathematics. Included with this list of impressive accolades is Michelle's membership in the Alpha Phi Omega National Service Fraternity and making the dean's list.

Jason and Michelle met while both were attending Purdue University. Jason was set up on a blind date with Michelle by Kristen Cooper, a friend of theirs in the Purdue Marching Band. The two were soon engaged, and were wed on May 31, 1997.

Mr. Speaker, I ask that you join me, our colleagues, and Jason and Michelle's family and friends, in recognizing the momentous occasion of Jason Scott Stele's and Michelle Faye Lawrence's wedding.

CELEBRATING 25 YEARS OF AFRICAN-AMERICAN ENTREPRENEURIAL EXCELLENCE

HON. JOHN CONYERS, JR.

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Tuesday, June 3, 1997

Mr. CONYERS. Mr. Speaker, I rise to pay tribute to the African-American entrepreneurs featured in ''Black Enterprise'' magazine's June 1997 cover story honoring six ''Marathon

Men,'' who have lead their companies to perennial presence on that magazine's list of the top 100 black-owned businesses nationally. They include Nathan Conyers of Detroit, a Ford dealer; John H. Johnson of Chicago involved in publishing, cosmetics and broadcasting; Herman J. Russell, a general contractor from Atlanta; Edward Lewis and Clarence Smith, New Yorkers engaged in publishing, licensing and entertainment; and Earl G. Graves, Jr., a magazine publisher also of New York City. All have demonstrated a unique blend of faith, determination, patience, perseverance, and just plain guts that have made their businesses successful through the years.

THE 25 YEARS OF BLACK ENTREPRENEURIAL EXCELLENCE

NATHAN G. CONYERS, PRESIDENT, CONYERS RIVERSIDE FORD, INC.

When auto industry executives at Ford Motor Co. in Detroit went looking for a few good men to start a dealership to quell an economically disenfranchised, predominantly black inner-city, they found one in the Conyers family. The patriarch, John Sr., had spent his working life along the Chrysler assembly line, and his successful lawyer sons, John Jr. and Nathan, were ready to plunk down the needed capital to get the cars rolling.

But willingness isn't enough. When Conyers Ford appeared on the original BE 100, then comprised of both industrial service companies and auto dealers, it was one of 13 dealerships. Today, it's the only one left from that first list, making it the oldest black-owned auto dealership in the country. It has been a school of hard knocks, pings and repairs, but the engine is still running strong.

Conyers, who assumed responsibility for the dealership in a coin toss with his brother John Jr., the congressman, says there are four vital elements that will give a business, any business, better opportunities for success: location, capitalization, an understanding of the business and a commitment to becoming part of the community you serve.

''For many black dealers, the location was not viable and the auto manufacturers put them in ares that they couldn't put whites,'' he says of the black dealers lost over the years. ''It was a problem to get capital at competitive rates 25 years ago, and it's still a problem today. And, if you're not in the right location, that's compounded.'' Also, many dealers go through a manufacturer's dealer development program, ''often coming from other businesses,'' only to be offered a store in a locale that they know little about in a community that knows little about them—points three and four.

Conyers admits his company started at a time when government entities were more inclined to promote minority businesses. He fears those days of government support and private partnership are limited.

On the flip side, he explains African Americans can do very well under that kind of pressure. ''If you increase the odds, it increases the will to succeed.'' But he cautions this will come at a price: more successful black-owned businesses in the future, but fewer of them.

Conyers has mastered the ''art of the soft sell.'' It is just those qualities that have helped him build a loyal clientele. Part of our mission statement says, ''We're here to serve and earn the business of our community and customers.'' It's a credo he stresses to everyone keep before them.

Conyers says the other part of his corporate mission is to train new dealers. To his credit, that mission has spawned 35 African American dealers, many of whom are women, who've moved out of his shop and into their own dealerships.

Besides those 35, he's training five children, two sons and three daughters, to take over all facets of the business. His eldest son, Steven, is general sales manager. Daughter Nancy is the business manager for new cars, and son Peter is business manager for used cars. Another daughter, Susan, is the former Quality Commitment Performance manager. Daughter Ellen is an attorney, handles contracts and collections and is currently waiting to get into a dealer training program to buy her own store.

A quiet pride exudes from his eyes; the legacy continues. ''The issue of succession is a whole new issue for black businesses now that we have them in some number.'' Conyers says he and his family have been working on a plan for the past five years. ''I have qualified one of my children to be on the dealer agreements so that if something happened to me, they could step into the business,'' he explains.

He has also virtually ruled out selling the business. 'We've always said no because we've put too much of our blood, sweat and tears into this,'' he asserts.

Equally important to Conyers is that more African Americans pick up the banner of entrepreneurship moving into the 21st century. 'We need to convince our best and brightest that getting into business for themselves is the thing to do. Before, it was getting a factory job, then into the professions—teachers, government workers—then into the corporate world. Now we need to look at the entrepreneurial world.''

JOHN J. JOHNSON, CEO, JOHNSON PUBLISHING CO.

When John H. Johnson started the Negro Digest 55 years ago, it was the predecessor of what would become Ebony magazine, which would spawn Jet, and this would lead to other, now defunct, spin-offs. But those failures would lead to his most recent successes—Ebony Man, and Ebony South Africa, which marked the company's foray into international publishing. Along the way, Johnson bought and sold three radio stations, started a book publishing division and produced the former syndicated television show, Ebony/Jet Showcase, and now produces the annual American Black Achievement Awards for television, which first aired in 1978. Johnson also created two beauty care lines—Supreme Beauty Products and the world-renown Fashion Fair Cosmetics.

While he is loath to consider himself an old man at 79, Johnson had run the gauntlet for some 30 years before the first BE 100s list was ever published. When it was, he was listed second only to Motown Industries. For that, he's the veteran iron man in black-owned business—always fighting, always finishing at the top among the BE 100s companies. But like most, he's faced his share of hurdles.

''The first 25 years were difficult, trying to get circulation and to break through in advertising to get large companies to recognize that black consumers had money and would respond to advertising directed to them,'' Johnson says. 'The first 20 years or so in business, we couldn't get a bank loan. Even the largest businesses in the world need bank loans at some time or must have some other way to access capital.''

The second 25 years have been easier. Johnson has seen the company mature, circulation double, start new businesses and change the method by which its flagship properties are handled. 'You have to meet the new challenges [of the 21st century], so in 1993, we took all three magazines—Ebony, Ebony Man and Jet—desktop. Now we can send them to the printer via e-mail, and in South Africa, it's the same thing,'' explains Johnson.

The legendary publisher says the hurdle for black businesses in the next 25 years will continue to be the same—''money, money, money,'' he scoffs. But if you have the staying power and wherewithal, that is assuming you have a good product and market to sell to, you'll be successful.'' Johnson's mission over these next years is to see the company survive and grow. To do so, he says that he will take advantage of all new opportunities and embrace new technology to get there. ''Never say never about new things,'' advises the venerable publisher.

Johnson has no plans to retire. ''I enjoy myself, I don't work. When you love something, it's not work. I don't know anything that gives me the same amount of pleasure.'' But he began putting a succession plan in place when he brought daughter Linda Johnson Rice on board. ''I see her playing an increasing role in the management of the company and myself, a lesser role, but never disassociated,'' says Johnson of his daughter who is now president of the company. ''Parents never give up their children, and this is my child,'' he adds.

He also has no plans to sell his company or take it public. And he says his daughter couldn't agree more. ''I could sell it and get a lot of cash, but I don't see that I could do anything else that would bring me as much fulfillment as this. I've spent 55 years being my own boss; I'm too old to have another.

''If you go public, the stockholders, the board of directors, the SEC (Securities and Exchange Commission) are all your bosses and you've got to listen to them,'' he says. ''We only have three board members: Linda, her mother [Eunice Johnson] and I. Linda will succeed me. Even now, I don't do anything that she doesn't agree on, and she me. There's a mutual love and respect, so it's a joint venture now.''

HERMAN J. RUSSELL, CEO, H.J. RUSSELL & CO.

Herman Russell says he started on the entrepreneurial path as an eight-year-old shining shoes. He has his own paper route by 10 and bought his first piece of real estate for $125 at 16. That real estate deal became the base of the H.J. Russell Construction Co., buying and developing real estate and working as a major minority contractor on most projects built south of the Mason-Dixon line. Post-'60s and after the hotbeds of the riots, there were 10 construction firms on the original BE 100s list. Forty years later, Russell's company is the only one left from the original list, one of the few black-owned construction firms on the current list, and the largest minority-owned general contractor in the U.S.

''You must make a decision early about what you want in life,'' says Russell, whose dad taught him to save something out of everything he made. ''The competition is keener now and you have more qualified people competing for the jobs,'' he explains.

Russell says the biggest hurdle to staying in his line of business, ironically, has not been capital, but training and developing the people he needed for the jobs, and then getting them to stick around. ''Most people are not willing to wait or to pay the price as an individual to develop. When you do, you have more to bring to the table,'' he explains.

Russell has spent the time developing both his company and his craft. But even when the first list was launched, Russell Construction was a seasoned business. Many of Atlanta's neighborhoods have residential homes and commercial buildings that Herman Russell has worked on. And when it came time to build a new municipal airport under then first black mayor, Maynard Jackson, Russell, a neighbor, was poised and primed for the roughly $19 million job. He was also a primary subcontractor on projects during last summer's Olympics in Atlanta.

It's these blue-collar jobs that proved to be the foundation of black middle-class America and the early source of black economic progress. Russell says that emphasis is now missing—to African Americans' detriment. ''There's a generation now that when they were coming along, we didn't emphasize the trades, only white-collar jobs, and we missed the boat. You don't have to have a white-collar job to be successful in life,'' he adds. ''When I walk out on a construction job and it's 25% Latin Americans working all phases of the job, I'm concerned. I remember when I was serving my apprenticeship, most were black Americans, but we don't see that today.''

Going forward, Russell has tried to prepare his children, H. Jerome Russell, president/chief operating officer and head of the housing and property management division, and Michael Russell, vice president and manager of the construction division, to take over the company's reigns. But he says they're not quite ready to take on the challenges of a firm with international projects and consulting on many more. To wit, he's brought in an outsider to get the firm over his progeny's learning curve. In November 1996, Russell appointed R.K. Sehgal chief executive officer and vice chairman to report to him as chairman of the board.

''They're working me harder, and there's more to do now with the new CEO getting lots of my input, but as the months go by, I'm hoping to go from 14- to eight-hour days and have more time for myself,'' Russell says.

Like his CEO/chairman counterparts, Russell says he wouldn't sell his company outright, but confesses that one day, it will go public, probably soon. ''I'm almost sure the family will keep the majority share of it, but we'll probably go public within five years.'' With its diversified holdings, including construction and management, property and real estate management and development, and airport concessions, it would make an attractive IPO. But whatever happens, Russell says ''whoever becomes the next CEO must be prepared to take on and carry on the business.''

EDWARD LEWIS, CEO, PUBLISHER CLARENCE SMITH, PRESIDENT ESSENCE COMMUNICATIONS INC.

When the Hollingsworth Group (now Essence Communications Inc.) launched its magazine for black women in May 1970 with a portrait-sized closeup of a brown-skinned woman wearing a high, round 'fro, nothing could have shaken the publishing world and white and black America more. Twenty-seven years, two less partners and four editors-in-chief later, co-founders Edward Lewis and Clarence Smith have pushed Essence Communications Inc. (ECI) from a magazine to a diversified brand name synonymous with African American womanhood.

On the publishing front, there's its flagship property, Essence magazine; then there's Income Opportunities, a general market magazine targeted to start-up businesses; and two years ago, it started Latina, a magazine aimed at the Hispanic women's market. There's a licensing division with a collection of items from eyewear and hosiery to children's books and a mail-order catalog. Finally, there's its entertainment division, which once produced a weekly syndicated television program and now focuses on an annual awards show and three-day festival.

Success has been manifest, but not without a tough start. ''We thought we'd be a lot further,'' says Smith, president of ECI. ''We didn't anticipate how much resistance there would be by marketers to an African American women's magazine,'' he says. Just getting out of the starting block posed challenges. ''We had a business plan that called for $1.5 million in capital; we opened with $130,000,'' adds CEO Lewis.

Smith says they underestimated the struggle it would take for not only cash and advertisers, but even newsstand space. ''We also had to overcome the inexperience of not running our own businesses before. We learned that we could do with less,'' explains Lewis.

Start-up pains and racism aside, the key to the company's growth has been its diversification, pushing the balance sheet upwards. But to remain successful into the next decade, the company ''must be leaner, nimble and able to take advantage of opportunities globally to continue to grow,'' says Lewis. ''There will be more opportunities to expand this brand, especially in West and South Africa, and this will continue to be the direction the company heads in,'' adds Smith.

To that end, ECI still faces a number of challenges, namely financing for future projects. ''There are absolutely more avenues, but it is still difficult for small and minority businesses to get the capital they need. And with the mergers taking place in banking, these banks are not geared to small business; we're going to have to seek out other banks and venture capitalists for money,'' Lewis says. While neither partner has plans to sell the company, neither would rule out that option. ''Anything's possible,'' added Lewis, ''but we have to see how the world is conducting business and be mindful of our shareholders' interests.''

The other cornerstone is developing the company's next generation of leaders. While neither partner would say whether they have a succession plan, Lewis has no children and Smith's two sons are not involved in the day-to-day affairs of the company. But that has not stopped them from tapping the talent of the company's limited partners and employees, most notably, its highly recognized and respected editor-in-chief, Susan L. Taylor.

Lewis says he doesn't see himself running the magazine daily in 25 years. ''We intend to encourage others and prepare middle managers to move forward and run this business. Black women will continue to be in the forefront.''

Adds Smith: ''I think we have one of the best-known brands in the world and the future for our shareholders, associates and employees is very, very good.''

EARL G. GRAVES, CEO, EARL G. GRAVES LTD.

Imagine—or remember—the surprise many Americans, black and white, got after the disturbances of the '60's when they opened their mailboxes during those hot, hazy summer days of August 1970 and found a copy of Black Enterprise magazine. Inside, publisher Earl G. Graves had assembled a prestigious board of advisors made up of black leaders in business and politics of the day addressing the question, ''Why Black Enterprise?'' It put the civil rights movement into perspective—now that we've got the right to vote, would we be free to pursue a slice of the American economic pie?

Fast forward three years. Graves decided it was time to quantify and qualify the kind and size of black businesses in America and produced the first Black Enterprise 100, listing the top 100 black-owned businesses in the United States.

In a letter to his father on the Publisher's Page of the June 1973 issue, Graves wrote: ''We have arrived at a point in history where we can identify thousands of black-owned and black-controlled businesses—many still embryonic and still struggling for survival—that have been and are being established across this country. These are humble beginnings. But they are significant.''

Fast forward again to 1997 and Graves, now older and a lot wiser, reflects on the early years. ''I was trying to run a business myself, while telling others what they needed to know about trying to start or run their businesses,'' he says. ''It was like being the teacher and reading five chapters ahead of the class, like a student-teacher.''

Assisting him in the process was his wife Barbara, who gave up her job as a teacher to help her husband pursue his goal. The magazine set out to tell readers ''how to'' do it. In the process, its circulation has grown from a controlled subscriber base of 100,000 to a current list of 300,000 and 3.1 million readers.

Along the way, Graves bought and sold two radio stations and a marketing research firm, and established another division of the company, Black Enterprise Unlimited. This new brand is responsible for the Entrepreneurial Conference and the B.E./Pepsi Golf and Tennis Challenge. He also entered into partnership with PepsiCo to purchase Pepsi-Cola of Washington, D.C., L.P., a soft drink bottling franchise, and is a general partner of Egoli Beverages, L.P., a Pepsi-Cola franchise in South Africa.

In the process, the magazine has set standards of professional and entrepreneurial achievement with its lists of the 25 Best Places for Blacks to Work, 40 Most Powerful Black Executives, and Top 25 Blacks on Wall Street, while coining vernacular like BUPPIE (Black Urban Professional) and Kidpreneur ™.

But many of the challenges posed to black businesses and professionals in 1972—access to capital, corporate glass ceilings, disparities in service and the perceived value of the African American market and its dollars—remain in place today. ''Since I wrote that letter to my father 25 years ago, we've made enormous progress, but not enough has changed,'' Graves points out.

For the man with the signature mutton chop sideburns, knocking on closed doors and inviting himself in, much like Fred. ''The Hammer'' Williamson did in his films, Graves has called on corporate America to give equal access to African Americans in banks, boardrooms and businesses.

''The challenge in the next 25 years is to eradicate the stereotype of us as the underclass,'' he says. ''America is the greatest country in the free world. Our best history is in front of us if we are willing to accept the reality that African Americans must share in its bounty.'' To wit, Graves has served on many corporate boards, most recently, AMR (the corporate parent of American Airlines), Aetna, Chrysler Corp., Federated Department Stores Inc., and Rohm & Haas Corp.

Unlike some of his entrepreneur peers who have not outlined a clear succession plan for their businesses, Graves has, ''The future bodes well for us because business is really people—the people you have handling it—and our young people are good,'' he says, referring to a list that includes his three sons, Earl ''Butch'' Jr., executive vice president/COO of Black Enterprise magazine; John, senior vice president business ventures and head of B.E. Unlimited; and Michael, vice president/general manager of Pepsi-Cola of Washington, D.C.

Graves anticipates developing more new lines of business. He foresees Kidpreneuer ™, a development program for budding entrepreneurs ages five to 18 held during the annual Entrepreneurial Conference, growing into something significant that might lead to other lines of business. ''We are also looking at a line of financial services that will assist in the growth and development of black-owned businesses,'' he says. ''And, I hope to see the expansion of the Pepsi franchise, which is doing very well, through more franchising area contiguous with where we are or somewhere else.''

While he hasn't relinquished his seat yet—''retire,'' he laughs, ''I'll never be fully retired''—day-to-day operations have been turned over to his sons and other senior officers. Instead, Graves plans on continuing in a broader fashion by shifting his attention from running his businesses to focusing more on his corporate and volunteer activities. Currently, he serves as a trustee on the board of Howard University, the board of directors of the Associates of Harvard University's Graduate School of Business, and as vice president of relationships/marketing on the executive board of the National Office of the Boy Scouts of America. He also helped to raise $1 million for his alma mater, Morgan State University, which has renamed its business school the Earl G. Graves School of Business and Management. And, says the grandfather of six, ''Barbara, my wife of 37 years and former vice president/general manager, and I will be spending more time with our grandchildren and skiing six months a year.''

But asking an activist to stop being active for the causes he believes in—education, enterprise and opportunity—is no easy feat. ''Some of our businesses are reaching a level where we'll be overcoming just basic business obstacles—developing a market and building market share. Getting these economic business issues resolved in another 25 years will be a struggle, but we must make it happen.''

TRIBUTE TO FATHER DEMETRIOS KAVADAS

HON. DAVID E. BONIOR

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Tuesday, June 3, 1997

Mr. BONIOR. Mr. Speaker, today I would like to honor Father Demetrios Kavadas as he celebrates 40 years in the priesthood and 35 years of service as the protopresbyter of the Assumption Greek Orthodox Church in St. Clair Shores, MI.

Father Kavadas was born and raised on the Island of Chios, Greece, before coming to America and entering the priesthood. As a young man, Father Kavadas was a serious student who placed enormous value on education. He graduated from high school summa cum laude, was a Fulbright Scholar, and attended Tufts University, College of the City of New York, Holy Cross Greek Orthodox Theological Seminary, Harvard University, and Boston College. But it was his dedication to God and helping others that prompted him to become a priest.

On July 7, 1957, Father Kavadas was ordained to the priesthood. At age 25, he became the pastor of St. George Greek Orthodox Cathedral of Manchester, NH. In 1977, Father Kavadas moved to St. Clair Shores where he became the pastor of Assumption Greek Orthodox Church.

Over the past 40 years, Father Kavadas has been a leader in the orthodox faith through involvement in the department of Religious Education of the Archdiocese, member of the Diocesan Spiritual Court, vice president of the National Presbyters, and the list goes on and on. He is a kind pastor who has been a dedicated writer, spiritual leader, and educator.

Throughout the years, Father Kavadas has touched the lives of many people. He has provided emotional, educational, and spiritual support. I would like to congratulate Father Kavadas as he celebrates his 40 years in the priesthood and wish him and his family all of the best.

TRIBUTE TO MARY NORRIS, OPP'S TEACHER OF THE YEAR

HON. TERRY EVERETT

OF ALABAMA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, June 3, 1997

Mr. EVERETT. Mr. Speaker, today, I would like to pay tribute to an outstanding woman, teacher, and citizen. Mary M. Norris of Opp, Alabama was awarded the Opp Chamber of Commerce Teacher of the Year Award for 1997.

Mary Norris has been serving and contributing to our community as a teacher for the past 26 years. I would like to commend her on her commitment to educating our children and strengthening our Nation.

However, the Chamber of Commerce Teacher of the Year Award is not the only area in which Mary Norris has been recognized for her outstanding work. She has also received the South Highland's Teacher of the Year Award, as well as the WSFA–TV's Class Act Award. She has also served as the Science, Reading, and Math Curriculum chairman and has been a participant in the Space Camp for Teachers.

I would like to thank Mary Norris for her active involvement in the field of education. She is not only aiding our children, but she is helping the community as a whole.

TRIBUTE TO THE RIZZA FAMILY

HON. WILLIAM O. LIPINSKI

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, June 3, 1997

Mr. LIPINSKI. Mr. Speaker, today I pay tribute to the Rizza family, who are members of the Old Neighborhood Italian American Club in my district, who have given a great amount of their time and energy to improving the community. This family is truly deserving of this special honor and I am pleased to have such a shining example of community service in my district.

The generosity of the Rizza family to their community is shown in so many ways. For the past 16 years the Rizza family has donated over $47,000 worth of automobiles for the Old Neighborhood Italian American Club Christmas Raffles. The donations that they have made have funded the Annual Anti Drug and Alcohol Seminars which are held every year for participating school children in third through eighth grades. Additionally the Rizza family donations have funded the annual breakfast with Santa. Finally the Rizza family has made donations of computers, software, and other school related items to their community.

Mr. Speaker, in today's world we don't very often hear of such a giving, community oriented family as the Rizzas. They truly exemplify what all that is good in my district. I wish the Rizza family all the best and hope that they continue their benevolent values.

BICENTENNIAL OF MAISON LOUIS LATOUR

HON. PETER DEUTSCH

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, June 3, 1997

Mr. DEUTSCH. Mr. Speaker, I rise today to recognize the bicentennial celebration of Maison Louis Latour of Beaune, France. Since the winery was first established back in 1797, seven generations of Louis Latours have succeeded to the head of the family business. Over these 200 years, the Latour family has become known throughout the wine industry as a prominent leader in the trade. Through the ingenuity and leadership of the Latour family, Maison Louis Latour has achieved remarkable success throughout the world and in particular in the United States.

Since the beginning of the 17th century, the Latour ancestry has been grower, cooper and wine merchant in Aloxe-Corton, the famed vineyard region in the heart of the burgundy countryside. In the mid-18th century, Louis Latour built up the family business and established himself in Beaune as a ''negociant en vins fins,'' shipper of fine wines. Within a few years, he owned 15 hectares of the best vineyards in Aloxe-Corton.

Today, the Latour estate consists of 125 acres—a collection of vineyards stretching from the appellations of Chabertin and Romanee Saint-Vivant in the Cote de Nuits to Chevalier-Montrachet in the Cote de Beaune. The family continues to run the company and remains true to the local, loyal, and constant traditions of burgundy.

Having been represented in the United States since before the turn of the century, Maison Latour, in 1985, established an American subsidiary, Louis Latour USA Inc. This company has helped generate jobs not only at the subsidiary, but also for professionals working with Louis Latour across the United States in the distribution and marketing of their fine wines.

In addition to the celebration of their bicentennial, I commend Louis Latour on their recent admittance into the exclusive Henokiens Club, a renowned international club of family run businesses. Louis Latour met the criteria that allows them to be members of this club, namely, a company that is in sound financial health, a company that has been in business for at least 200 years, and, a company that continues to be run by members of the original family.

I congratulate Louis Latour on being one of the oldest names and most prestigious in burgundy. The completion of 200 years of history without an unbroken line from father to son is something exceptional. I wish you the best on this remarkable occasion and know that you will continue to make the wine industry proud for generations to come.

AN AMERICAN MUSICAL SALUTE DEERFIELD BEACH HIGH SCHOOL BAND

HON. ALCEE L. HASTINGS

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, June 3, 1997

Mr. HASTINGS of Florida. Mr. Speaker, I rise to recognize the accomplishments and