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Kenneth A. Hiltz of Beverly Hills was promoted to principal at Jay Altx & Associates, a Southfield corporate restructuring, turnaround and crisis management firm. He specializes in analysis and planning of balance sheet restructuring and profit improvement strategies for troubled companies.



Carol Maynard of Troy, human resources vice president, was named winner of BDO Detroit's Founders Award. The honor goes to those who make a significant contribution to the company by going the extra mile. It salutes skill, spirit, dependability and excellence.



Michael D. Taschner of Northville has joined the Bank of Bloomfield Hills as a private banker in charge of municipal relationships. He previously was senior vice president of public affairs for Comerica Inc.



Richard Barina of Westland was named Quality Achiever of the Year by the Jervis B. Webb Co., Farmington Hills. He has been a senior buyer in the Purchasing Department for 23 years. His area of expertise is electrical and mechanical components.



Norman L. Rogers of Harper Woods becomes sales engineer for Hy-Form Products, Livonia. He's responsible for sales engineering activity with auto manufacturers and their stamping suppliers and with tool and die plants in central and lower Michigan. He previously was manager of engineering for Allied Products, Hillsdale.

Susan K. Tumanis of Southfield was promoted to vice president/account supervisor at Harmanoff & Associates, a Farmington Hills public relations firm. She will develop new business and oversee and provide creative ideas for several accounts. She joined the company in August with more than 20 years of marketing and public relations experience.

Gov. John Engler appointed **Larry Kelsling** of Troy to a two-year term on the Board of Professional Community Planners. He has been planning director for the city of Troy since 1968. The gov-

ernor also appointed **Irma B. Elder** of Bloomfield Hills to the Michigan Jobs Commission. She owns the Troy Ford dealership and the Signature Lincoln-Mercury Jeep-Eagle dealership in Owosso.

Todd M. Smith of Redford Township was re-elected vice president of Troy-based Professional Allied Florists Association of Metropolitan Detroit. He'll oversee the group's advertising and promotions. He is sales director for Import Connection, Madison Heights. Warren "Kit" Bickes of Orchard Lake was re-elected treasurer. He is general manager of Century Florist Supply, Detroit.

Kenneth F. Neuman becomes a shareholder of Hyman and Lipkitt, a Birmingham law firm, where he specializes in corporate, real estate and tax law. The Oakland County resident also is a certified public accountant.

Christy Niebrzydowski of Royal Oak was promoted from assistant account executive to account executive for the Kentucky Fried Chicken account at Robert Solomon and Associates Advertising, Bloomfield Hills.

The Michigan section of the American Camping Association, East Lansing, re-appointed **Gene J. Kempf, Jr.** of Birmingham to the board of directors as legislative chair. Thomas Lurie of Huntington Woods was appointed to the board as public relations chair.

The Southeastern chapter of the International Facility Management Association, Troy, named a new board of directors. **Fred Welas**, president, is corporate facilities planning and operations administrator at Ford Motor Land Services Corp.; **David A. Sheere**, vice president, is vice president, branch facilities at Standard Federal Bank; **Patricia A. Nauades**, secretary, is assistant vice president at National Bank of Detroit; **Diana M. DeBergh**, treasurer, is facilities manager at Honigman Miller Schwartz and Cohn, Detroit.

Dr. Arthur D. Even, Jr., an oral surgeon whose office is at 1460 Walton, Rochester, was elected to a one-year term as vice chairman of the board of trustees of the Dental Dental Fund. The non-profit organization funds education and research projects in dentistry, health and human services and community affairs.

Jon E. O'Connell of Royal Oak was named associate consultant at Quad "C" Co., a Troy-based firm that provides unemployment compensation cost-control services. His 30-year career includes various management and marketing positions.



DILL BRESLER/STAFF PHOTOGRAPHER

Augusta attracts: The Augusta, with the master suite on the main floor and the other bedrooms upstairs, is a popular model among lookers at Fairway Pines.

Fairway from page 1F

troil here. We try not to duplicate exactly the same house for four houses, basically."

The same holds true for color combinations of roofs and brick. "We don't use aluminum siding," Calverley said. "It's exclusively brick and wood."

Standard features in all models include a side-entry, two-car garage; a basement; a first-floor laundry; a fireplace; a separate tub and shower in master suites; an upgraded porcelain kitchen sink; a microwave, oven and dishwasher; and a 50-gallon hot water heater.

"There's no question this is the premier new-home community in Canton," Calverley said.

"It's a move-up community. Our buyers are predominantly Canton move-up buyers. So far, 50 percent of purchasers are move up from Canton, the others equally divided between transferees and move-ups from southeastern Michigan communities."

"I think what you'll see as the development moves on is a mix of families and empty nesters because of the golf course," Calverley said.

Three models have been constructed: ■ The Augusta, a 2,500-square-foot, story-and-a-half with the master suite on the first floor and two bedrooms upstairs. The great room flows into the dining room, the kitchen into a breakfast nook. A room off the front entrance can be used as a sitting room or library.

■ The Legacy, a 2,800-square-foot colonial with a more formal delineation of space on the main floor between the living room, library, great room, kitchen and dining room. All four bedrooms are upstairs, the master suite on an opposite side of the house from the other three.

■ The Cypress, a 2,900-square-foot colonial with a more angled look. The four bedrooms are all upstairs. The living room flows into the dining room, kitchen/breakfast nook into the family room. A library is off the main entrance.

Several families already live there, including Michael and Carol Brandes and son, David, who moved from another house in Canton to Fairway Pines.

"I really liked the Augusta model," Carol said. "I liked the idea of privacy on one side

of the house and other family members upstairs. I like the openness of the house. It's gorgeous.

"It was a very good working relationship with the builder (Curtis)," Carol added.

Randy Barr moved from Plymouth to Fairway Pines. The Augusta model is his second new house built by Bonides. "I felt it had an ideal floor plan," he said of the master suite on the main floor and the other bedrooms upstairs. "My kids are grown. The floor plan fit my lifestyle."

Also, Barr is a golfer and he likes the idea of a course nearby.

Fairway Pines is part of the Plymouth-Canton Community Schools. The current property tax rate for township, school and county services is \$58.06 per \$1,000 of state equalized valuation, half of market value.

That means the owner of a \$250,000 house at Fairway Pines would now pay about \$7,250 annually in property taxes. That will decrease when a new school financing plan takes shape.

The sales office at Fairway Pines is open noon to 6 p.m. seven days a week. The telephone number is 313-397-9105.

Kinko's from page 1F

and Roseville. If it works, we'll probably add five or six more.

Has any idea Kinko's ever tried really bombed?

Shuler: Oversized fax (for blueprints and engineering plans). There just wasn't enough faxes out there to send to.

What's the scope of your business?

Shuler: Ninety to 95 percent of our customers are walk-ins. Commercial customers — training manuals, fiscal reports, meeting materials — spend bigger dollars.

The average retail (walk-in) transaction is probably about five bucks. The average commercial transaction is probably in excess of \$100.

We want 500 to 600 transactions per day at the register in a mature store one or two years old. When we get to that level, we can afford to staff our stores to give customers all the help they need.

What about employment opportunities with Kinko's?

Shuler: Most of our stores hire on a fairly regular basis. We're growing rapidly and there's constant turnover.

We start higher than minimum wage. Now, it's \$5 per hour. Our people sit down with their managers every six months for a review and have an opportunity to increase wages. We offer good health benefits, vacation, a 401(k) plan.

Most of our people are full time. This store (Plymouth) has 25 employees now and about 20 are full time. A majority of our managers and trainers we hire from within. I started as a counter co-worker in Madison, Wis., in 1984.

Our stores, as far as hiring, really are run by managers as separate businesses.

What kind of person would use your services in the wee hours of the morning?

Shuler: There's three or four typical ones. Students, the self-employed person working on a project, and anyone who gives a lot of presentations. You wouldn't believe the number of people in here getting ready for presentations.

There's a fourth one — the business traveler. Not that much in this market, but more in convention markets like Atlanta.

We don't have tons of customers at three o'clock in the morning, but in mature stores, it's rare never to see people in the store.

How do your prices compare to some of the chains that offer fewer services and independent?

Shuler: I think we're right in the middle. For single copies, a print shop might charge 10 cents a copy, a convenience store, five cents. We charge seven cents, six if you do it yourself.

You have to ask what is the quality of the copy, what hours are you open, will the machines be up?

We think our services, conveniences, merit not being at the low end, but we don't want to be the highest, either.

Is there a down side in being so big that you're everything to everybody?

Shuler: The biggest complaint you get is that we're so busy, somebody needs help and we're just not aware of it. They get lost in a corner. You try your hardest to make sure everyone leaves happy.

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