

# Employee seeks greener grass

George left the position of administrative assistant to the general manager of a local manufacturing firm after two years with the company.

He was extremely negative toward his boss and toward the company. He felt his boss was crude and the company unsophisticated. He took a job out of town—not doing the kind of work he wanted—just to get out of the situation.

Since I had been trying to talk to George about his attitudes toward the job for nearly a year, it was interesting to see the new man who was being hired.

Bill seemed to have a tremendous enthusiasm for the job. He hit it off with the boss right from the beginning and very much enjoyed the rather direct and some-



By MAURY ELVEVROG Ph.D. Management Psychologist

candidate he may be evaluating. So often one sees a manager who is very successful in one company become very ineffective in moving to a new firm. He may be doing substantially the same kind of

work. The difference is in the personalities of the people and the style of operating in the new company.

Another part of the problem with George, though, was attitudes brought to the job. My prediction is that within a few months he will be almost as dissatisfied with his new job.

The story about the optimist seeing the half-full glass versus the pessimist seeing the half-empty glass is certainly a matter of daily experience.

A stimulating job often depends as much on the attitude and effort of the individual in the job as on the specific requirements of what is to be done.

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23800 Liberty Street  
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September 30, 1974

1 PROJECT  
a Construction of a 3,900-square foot addition to the Farmington Municipal Building, including site development work and minor remodeling.

2 ARCHITECT  
a Lane, Hulse, Wetland Architects  
2529 Liberty Street  
Farmington, Michigan 48024  
Telephone: (313) 473-0430

3 PROPOSALS TO BE SUBMITTED  
a Work shall be done under the concept of Construction Management. Bids will be requested from Trade Contractors.  
b Separate proposals are now being requested for:  
Proposed: 1 Demolition  
2 Site work - structural concrete - dampproofing  
3 Flat concrete  
4 Precast concrete  
5 Masonry & wall flashing  
6 Metals  
7 Carpentry building insulation & wood doors  
8 Metal fascia panels and roofing  
9 Sealant & weatherstripping  
10 Metal doors & frames  
11 Metal windows - glass & glazing  
12 Finish hardware  
20 Overhead doors  
22 Heating, cooling & ventilation  
23 Plumbing, site development & sewer work  
24 Electrical work

4 BUE DATE AND PLACE  
a Proposal, will be received at the following Date: Thursday, November 14, 1974 Time: 3:00 P.M. DST  
b ARCHITECT'S OFFICE  
c Drawings and specifications may be obtained at the Architect's office after the date of October 30, 1974  
d Deposit: None  
e Deposits will be refunded in full providing the drawings and specifications, including any addenda, are returned in good condition within thirty (30) days after the bid opening

5 LOCATION OF PLANS  
a Drawings and specifications will be on file for bidding reference at the following locations:  
Lane, Hulse, Wetland, Architects Farmington  
Dodgson Report Plan Rooms Detroit  
Builders Exchange Plan Rooms: Detroit  
b Bidding documents will be available to subscribers of the Scan Phalanx, Inc. system.

7 PROPOSAL GUARANTEE AND SECURITY BONDS  
a A certified check or satisfactory bid bond made payable to City of Farmington and equal to five percent (5%) of the bid shall be submitted with each proposal. No bids may be withdrawn for at least thirty (30) days after bid opening.

8 RIGHTS OF THE OWNER  
a The Owner reserves the right to reject any and all bids to waive any informalities thereon.

City of Farmington  
NEDRA VIANE, City Clerk

## Realtors review Keogh Law changes

Recent revisions of the Keogh law were called one of "the first good things to happen" to independent businessmen by Robert Ketchum, Birmingham attorney.

Ketchum reviewed the provisions of the law, which allows the self-employed to establish a tax-sheltered retirement fund, to a gathering of the Birmingham-Bloomfield Board of Realtors.

The Keogh Law allows the establishment of a fund which remains tax-free as the contributions are invested.

At maturity, the special provisions allow taxation on a rate equivalent to income spread over 10 years, an amount which frequently is lower than capital gains, according to Ketchum.

Recent changes increase the maximum allowed as an annual investment, he said. The new limit is 15 percent of annual income, with a maximum of \$7,500 per year.

Excess contributions do not jeopardize the whole plan, as in the past, Ketchum said. A tax adjustment is now possible.

A delayed filing date of April 15 will be in effect next year, which should aid in personal accounting before the plan investments are made.

"It is rare to see a program which, in the main, is as beneficial as this plan," Ketchum said. "Anyone of independent income should look into it."

## Amateur accounting course is offered

The Auburn Hills Campus of Oakland Community College has announced a new non-credit short course designed especially for the benefit of the owners of small business in the Oakland County area.

The course will meet on Wednesday evenings, 7:30-9:30 p.m. beginning Nov. 13 and lasting through Dec. 11.

The course, "accounting for the non-accountant," is meant to assist self-employed persons in developing the basic financial management skills which are so important to the realization of the full potential of their businesses.

The college is co-sponsoring the course with General Business Services of West Oakland County, the local office of a nationwide small business counseling firm.

The instructor, Martin Adamski of General Business Services, has had 14 years of academic and practical experience in management and small business counseling. He states, "a major reason for the failure of many small businesses is the lack of management expertise on the owner's part, over 80 percent of failure occur because of poor recordkeeping and inadequate interpretation of financial records. This is the first time a course specifically designed to deal with these problems has been offered in the Oakland County area."

Course fee is \$25. For further information on the course or registration, call Oakland Community College General Business Services.

## Thompson-Brown at new location

Thompson-Brown Co., real estate firm, has relocated its Birmingham-Bloomfield office from 700 East Maple, Birmingham, to newer, expanded facilities at 4276 Orchard Lake Road, West Bloomfield, according to Robert E. James, vice president general real estate division.

Manager of the Birmingham-Bloomfield office, assistant vice president Sheila Raymond, stated that the new location will provide better customer convenience, and necessary room for future growth in this urban-suburban community.

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