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## BISHOP RANCH



### Opening Night at *The Nutcracker*



San Francisco Ballet's *The Nutcracker*

Thursday, December 14

War Memorial Opera House, San Francisco

Performance: 7:00 p.m.

Departure: 4:45 p.m. SHARP!

\$85 per person

We have purchased 40 tickets for the opening night of *The Nutcracker*, and we cordially invite you and your children to join us for this magical holiday tradition. The cost includes premium dress circle seating, a luxury bus ride to and from the Opera House, and refreshments aboard the bus.

Call Tenant Services at 543-0100 today to reserve your tickets. Your reservation will be confirmed and tickets delivered upon payment. Checks should be made payable to Sunset Development Company.

### Tenant Appreciation Night at Forbes Mills Steakhouse

Thursday, October 19, 5-7:30 p.m.

200 Sycamore Valley Road, West  
(at the Livery Shopping Area)

Danville

FREE



Forbes Mill Steakhouse extends a warm invitation to enjoy an evening of tasting and fun. The award-winning Forbes Mill has come to Danville to rave reviews in *Diablo* magazine and the *Contra Costa Times*.

Come and sample the "Ultimate Steak Experience" and other tasty treats that will be offered this evening. Forbes Mill prides itself on American Kobe and USDA prime steaks, seafood flown in fresh from Hawaii, and produce from local growers, which assures freshness and quality. If you are unable to join us for this event, Forbes Mill extends a discount to all Bishop Ranch employees, which applies to lunch and dinner. Forbes Mill's private dining room comfortably seats parties of 30 to 40, and its personalized menus can be crafted to fit your tastes as well as your budget. To discuss details for your event, call event coordinator Laurie Benson at (925) 552-0505.

Space is limited for this mixer so call Tenant Services at 543-0100. The RSVP deadline is **Monday, October 16.**



### Bishop Ranch Day at The Bridges Golf Club



Wednesday, October 25, 5-8 p.m.

Golf Clinic and Clubhouse Reception

9000 S. Gale Ridge Road, San Ramon

FREE

Food, drinks, contests, and prizes ... sound like a pleasurable way to end your day?

Join your co-workers and other Bishop Ranch tenants for an evening of excitement, competition and fun at The Bridges Golf Club on Wednesday, October 25. Complimentary appetizers, wine and beer will be served in the clubhouse from 5-8 p.m. Bring your business card to enter your name in a drawing for a fabulous package including a foursome of golf, lunch for four and a group lesson with SystemGolf instructor Joey Pickavance.

You can also mingle with your co-workers at the lower putting green as you try your hand at the six-hole putting contest. The Bridges will provide the equipment, but you are welcome to bring your own putter and golf balls. Prizes will be awarded to the top performers.

For those who are a little more serious about the game or who want to take up the game for either business or pleasure, join Pickavance, a PGA golf professional, on the driving range between 5 and 7 p.m. He will be offering 30-minute demos/clinics on the following subjects:

5-5:30 p.m. Proper Grip and Stance

6-6:30 p.m. Hitting Your Drive

5:30-6 p.m. Chipping and Pitching

6:30-7 p.m. Chipping and Pitching

Complimentary range balls will also be available to Bishop Ranch tenants between 4 and 8 p.m.

In addition to the event on October 25, The Bridges Golf Club is offering Bishop Ranch tenants and guests a special greens fee rate for the month of October. The rate of \$30 (a savings of more than 50%) includes greens fees and carts and is valid Monday through Friday in October. To receive the special rate, contact the Golf Shop at (925) 735-4253. When reserving your tee time, inform the staff you are a Bishop Ranch tenant and that you would like the special rate under code "BR1025."

If you are interested in attending the event at The Bridges Golf Club on Wednesday, October 25, please contact Tenant Services at 543-0100.

## Symphony Concert Thank-You

Our sincere appreciation goes out to the many who enjoyed our spectacular California Symphony concert in San Ramon Community Park on the afternoon of September 17. The enthusiastic crowd of music lovers numbered well over 1,000 and included Bishop Ranch tenants and the community at large.

We'd particularly like to thank all the sponsors listed below for their support; without them, our very special occasion would not have been possible.

- Armanino McKenna
- AT&T
- Carlson, Barbee & Gibson, Inc.
- Centex Homes
- Chevron Texaco
- Interform
- Irwin Home Equity
- Old Republic Home Protection
- Pacific Eagle Holding Co.
- Rosendin Electric, Inc.
- San Ramon Regional Medical Center
- Toyota Motor Credit Corporation
- Ware Malcomb Architects, Inc.
- William Lyon Homes, Inc.



## Get Your Annual Flu Shot

Flu and Pneumonia Shot Clinic at Bishop Ranch

Thursday, October 19

10 a.m.–2 p.m.

12667 Alcosta Boulevard, Suite 110 (BR15)

\$25 flu shot; \$35 pneumonia shot

Personal and corporate checks accepted; no credit cards

The Sutter Health Nurses Association and Hospice will administer flu and pneumonia shots at Bishop Ranch. Flu shots are now available to moms-to-be at any stage of pregnancy who present a doctor's written permission. People who should avoid flu shots, however, are those who have had a severe reaction to a flu shot or are allergic to eggs, egg products or Thimerosal (contact lens solution).

No appointment is necessary—walk-ins are welcome. If you have questions, please contact the Sutter Health Nurses Association and Hospice at (510) 618-5280 or e-mail [Habibip@sutterhealth.org](mailto:Habibip@sutterhealth.org).

## Tenant Profile: David Dubinsky

David Dubinsky is a pro at putting people to work. As executive director of the Pacific West regional office of NISH, a nonprofit agency that creates federal jobs for people with severe disabilities, he has spent 24 years convincing government agencies that his prospects are the best employees for the job. NISH's approach is successful. The agency has done more than \$1 billion worth of business—\$200 million in Dubinsky's region alone—managing operations at properties sometimes larger than Bishop Ranch.



### Résumé

**Name:** David Dubinsky

**Title:** Executive Director of Pacific West Regional Office

**Company:** NISH

**Location:** Bishop Ranch 3

**Number of employees:** 27

**Year business was founded:** 1976

**Number of months at Bishop Ranch:** Five

### Company Profile

**Headquarters:** Vienna, Virginia

**Business:** "We are a national nonprofit organization that provides employment opportunities for people with severe disabilities in all 50 states. We do so by winning contracts with the federal government and then using them to employ the disabled."

**Biggest challenge:** "Convincing prospective customers that people with severe disabilities can do the job. But when we get our foot in the door, it's easier to expand our relationships because they realize how motivated and dedicated our work force can be."

**Biggest risk taken:** "Placing a small agency with 16 people in charge of the entire food service operations at Vandenberg Air Force Base, which required a \$3 million budget and 80 people."

**Favorite task:** "Talking about our mission. Very few people know who we are, but what we do literally touches thousands of lives."

**Least favorite task:** "Daily duties that come with being a manager of a lot of people and trying to balance their workloads."

**Your source of inspiration:** "The people I meet when I travel to work sites and talk to them about their jobs. One woman who had severe depression is now a lead supervisor and just bought a house for herself and her mom. Most of us take for granted what workers like her are so proud of achieving."

### Personal Philosophy

**Best way to motivate co-workers and staff:** "Provide them with good training, tools and working environment. Be respectful of their position at work and their personal life."

**Suggestions for up-and-coming executives:** "The biggest skill any leader can have is empathy. If you can't understand your employees' issues, you can't effectively manage them."

**A goal you still want to achieve:** "To see a society where companies like NISH don't need to exist because society will realize every person's value and put them where they can best produce."

**Favorite pastime and stress buster:** "Playing competitive tennis and cooking for my wife and four teenage daughters."

**Favorite vacation spot:** "Oahu's North Shore. I love the small-town feel."

**Favorite causes:** "Besides NISH, my second passion is helping military veterans who've been through tough times find the resources to help them get back on their feet."

## Electronics Recycling Day and Fair



**Help Us Protect  
the Environment**  
**Thursday, October 19**  
**2623 Camino Ramon  
(BR3) front parking lot**  
**FREE**  
**Plus a chance to win \$50**

After our successful Earth Day celebration last April, Bishop Ranch will once again host an environment-friendly event. We're going to "Clean Up Our Corner of the World" by recycling electronic equipment and providing commuter information to help reduce pollution. Unwaste Inc. will be on-site to accept electronic equipment for recycling free of charge, and the Transportation Center staff will offer a \$50 prize drawing, answer commuting questions, sell transit tickets and provide transit incentive information.

The following items can be recycled: electronic devices such as computer monitors, hard drives and cases, keyboards, mice, printers, fax and copy machines, VCRs, DVD players, televisions, telephone equipment, power supplies (batteries, lead-filled cable, coaxial cable) and iPods. Regular batteries can also be recycled. Sorry, no appliances can be accepted.

Pickup will be from 10 a.m. to 2 p.m. on Thursday, October 19, in the BR3 front parking lot. There's no need to sign up; just drop by. For more information, call **543-0100**.

## Join Our Holiday Boutique

**Tenant Services will host** a second holiday boutique in early December. We are looking for Bishop Ranch tenants who are interested in selling their crafts at the fair, particularly arts, crafts, jewelry and food. Because of limited space, preference will be given to Bishop Ranch tenants who are not professional vendors (i.e.: no sales reps from cosmetic, vitamin or toy companies).

If you want to learn more about participating in the boutique, call Tenant Services at **543-0100**, and we will e-mail you information and an application. The application deadline is **Friday, October 27**.



## Child-Care Referrals

**Your Tenant Services office is working** with child-care referral agencies in Contra Costa County, as well as elsewhere in the Bay Area, and can help you obtain a list of licensed child-care providers based on your child's age, location of the child-care facility, hours required and any special needs. This referral service is free to Bishop Ranch tenants and their families. For assistance, call **543-0100**.



## Business Seminar Series

**2623 Camino Ramon, Suite 175 (BR3)**  
**Wednesdays, November 1 and 8**  
**Noon–1 p.m.**  
**FREE, includes lunch**

Bishop Ranch has teamed up with Paychex North America, Inc. to host a two-week human relations seminar series of interest to all businesses. Each seminar features a distinguished presenter who is an expert in the field. Space is limited. Please RSVP to Tenant Services at **543-0100**. Here are the topics and schedule for the presentations:

**Wednesday, November 1**

**Overtime Rules: Exempt vs. Non-Exempt: Identifying Employee Classification**

In this session, you'll learn the importance of properly classifying employees as either exempt or non-exempt. You'll also explore the Fair Labor Standards Act that sets forth these classifications and understand the various guidelines used to determine employee status. In addition, this seminar will cover the basic rules and regulations for paying employees in these classifications.

**Wednesday, November 8**

**Employee vs. Independent Contractor**

The Internal Revenue Service has focused more resources recently on payroll tax audits for worker misclassification. This comprehensive seminar familiarizes employers with factors that determine whether a new hire is properly classified as an employee or an independent contractor.

## Discounts for Disney on Ice

**Disney On Ice<sup>SM</sup>**  
**presents Mickey &  
Minnie's Magical Journey**  
**Oakland Arena**

**Wednesday, October 18–  
Saturday, October 21**



**Audiences will be transported** straight from their seats into magical settings from Disney films *Lilo & Stitch*, *The Little Mermaid*, *101 Dalmatians* and *Peter Pan*. No luggage is required when tour guides Mickey and Minnie Mouse lead the audience to a hula in Hawaii with best friends Lilo and Stitch, then to an aquatic adventure with Ariel and Sebastian in their undersea kingdom, a playful romp with all 101 dalmatians and, finally, a flight of fancy through starry skies with Peter Pan and Tinker Bell. People of all ages will delight in this journey filled with friendship, music, magic and laughter.

Bishop Ranch employees can save up to \$13.50 per ticket off the regular retail price. Details are available at our web site **www.bishopranch.com**—click "Amenities," then "Special Offers" and then "Sports and Attractions."

## Preferred Rates for Bishop Ranch Tenants

**Offers you can't refuse:** Bishop Ranch tenants can avail themselves of exclusive discounts on everything from hotels and caterers to fitness clubs and golf courses. Just visit [www.bishopranch.com](http://www.bishopranch.com) and click "Amenities" to view these sponsor companies' special offers. While you're there, check offers from Monterey and Napa vendors, too.

### New This Month

AAA-San Ramon • Elite Limousine • Ensembles • Left Coast Productions • George Wong, D.D.S. and Grace Wu, D.D.S. • Melanie's Signature Delights • NCS Moving & Storage • Neumann Interiors • Office Depot Business Services Division

### Caterers

• The Blue Sage Catering Company • Boudin Bakery • Classic Catering • Diablo Deli • Emilio's of Danville • Erik's Deli Café • Events by Wallace • Giuseppe's Pasta & Grill • Kinder's Deli • Max's Diner • Scott's Seafood Bar & Grill Walnut Creek • Uncle Yu's Szechuan Restaurant • Valley Catering

### Restaurants

Applebee's Restaurant • Blackhawk Grille • The Brass Door • Bridges • Café Esin • The Dog • Erik's Deli Cafe • Faz Restaurant • Forbes Mill Steakhouse • Luna Loca Mexican Restaurant • Max's Diner • Mudd's • New York Pizza • Pasta Gondola Restaurant • Pasta Pomodoro Restaurant • Quiznos Subs • Regional St. Bistro at the Radisson Hotel Dublin • Rice Garden Restaurant • Thyme to Eat Café/Catering • Stixx & Steaks Restaurant (Marriott Hotel) • Yang's Restaurant at Canyon Lakes • Z Pizza

### Hotels

AmeriSuites Hotel • Best Western Danville Sycamore Inn • Corporate Housing by Synergy Relocations • Courtyard by Marriott • Crowne Plaza Hotel Pleasanton • Embassy Suites Walnut Creek • Hampton Inn • Harbor Court Hotel • Hilton Garden Inn Livermore • Hotel Griffon • Hotel Triton • Hyatt Regency San Francisco • Lafayette Park Hotel & Spa • Marriott Walnut Creek • Oakwood Corporate Housing • The Prescott Hotel • Radisson Hotel Dublin • Residence Inn San Ramon • The Rose Hotel • Sierra Suites San Ramon • Sir Francis Drake Hotel • Summerfield Suites • Wyndham Garden Hotel Pleasanton

### Miscellaneous Services

ADS Direct Mail & Marketing • Alamo Limousine • Alexander's Mobility Services • American Financial Lending • Angela Pourghassemi, D.M.D., Inc./Family Smile Center • Armanino McKenna LLP • Artful Solutions • Avis Rent-a-Car • Awe-Dacious Salon • Bishop Ranch Chiropractic Center • Bishop Ranch Dentistry • Bishop Ranch Veterinary Center • Black Tie Transportation • Bodylines Day Spa • Café Matty • Campus Wireless • Chic & Younique • ClubSport of San Ramon • ColorZone • Cookies By Design • Crown Billiards • Dublin Golf Course • *East Bay Business Times* • East Bay Flower Company • Enterprise Rent-a-Car • Fitness 19 • Gift Baskets by Design • Harding Taekwondo • Healthy Ways Muscle Therapy Solutions • Home Inventory Specialists • Hometown GMAC Real Estate • Hornblower Cruises • Indulgence Salon • Innovative Dental Concepts • Liberty Fitness • Matchpoint Graphics • Meeting Possibilities • Nor-Cal Moving Services • Optometric Elements at Bishop Ranch • Quality Haircuts • The Rain Forest • RMS Data • Rollz Royce Transportation Service • SAFE • Salon X • Sam Clar Office Furniture • San Ramon Body & Detail Shop • San Ramon Chiropractic and Occupational Center • San Ramon Dental Excellence • San Ramon Family Optometry • Scott McElroy, D.D.S., M.D.S. • Security Public Storage • Seishindo Acupuncture • Serenity Skincare • Smog Check by Boss Trucks • Sponges Car Wash • Spray Soleil • Suddath Relocations • Tans Plus • TLC Interior Plant Services • Trans American Tours • Tutoring Club • 24 Hour Fitness • 21 Minute Convenience Fitness • 20/20 Optometry • The UPS Store #3035 • Valley Limousine • Versailles Jewelers • Wedgewood Wedding & Banquet Center • WineStyles Wines & Gifts • XO Communications



## Take Your Pick of Pilates, Yoga or Meditation Classes

All classes take place at 12667 Alcosta Boulevard, Suite 110 (BR15)

**A healthy body means a healthy mind:** Keep yourself in tip-top shape with our Pilates, yoga and mediation classes. For dates, times and details, please visit [www.bishopranch.com](http://www.bishopranch.com) (click "Amenities," then "Events"). To sign up for a class, call Tenant Services at 543-0100.

## Manage Your Commuting Costs

The Bishop Ranch Transportation Center welcomes all the new tenants who have joined us in recent months. Our free services make it easier and much less expensive for your employees to get to and from work. Here are just a few examples:

- \* Free express bus passes with pre-registration
- \* Free emergency guaranteed rides home
- \* \$60 carpool incentive
- \* 50% off your fare vanpool incentive
- \* Six weeks free on the ACE train
- \* And much more

For a presentation at your work site, call Marci at the Transportation Center at (925) 830-0101.