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We're outa here!

# EDITION

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Take a load off. Close your biology book and put your mind to ease with a soothing crossword puzzle. You can even have the answers. Puzzles are located throughout the issue.

**Who named Madonna's baby?**

The Material Girl is now the Maternal Girl and our readers wanna name her baby. Check out the names. They're out there! The winning name and it's author are inside! Check it out!

**World Wide Web lovers**

Check out 222 really great and very cool web sites! From Barney-bashing to bubble wrap popping.

## State Press takes hiatus 'til June 4

With 67 issues under our belts this semester, we're definitely out of here until the first issue of Summer 1996 on June 4.

Check out this end-of-the-semester grand finale *State Press*! It's loaded with great stuff like tons of money-saving coupons, graduation and career information, crosswords, World Wide Web wonders, names for Madonna's baby contest, classifieds, personals, and even some free movie tickets!

Good luck on finals. Study hard. Have an incredible summer and we'll see you in June. Or August.

Thanks for being a loyal reader. We appreciate it. Enjoy this issue. We're outa here!

**KEEPER ISSUE**

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Where's Malkem?  
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 See page 2.

# FINAL EDITION

STATE PRESS

Tuesday, April 30, 1996

Many thanks to the fine people who contributed to the success of the **FINAL EDITION**.

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## WE'RE OUTTA HERE!

This is it. We're outta here! This is our last issue until June 4. We hope you enjoy all the goodies in this fun-filled issue ... from crosswords and Madonna's baby to interesting articles to great savings from our advertisers. Enjoy!

Good luck on finals. Happy graduation and have a great summer. We'll see you in June ... or August. Many thanks to our loyal readers and advertisers for making us the best source for news and advertising on campus. We appreciate you!

Remember ... *Summer State Press* is every Tuesday. The first *Summer State Press* is on Tuesday, June 4.

Comments. Questions? Call Jackie Eldridge, 965-6555.

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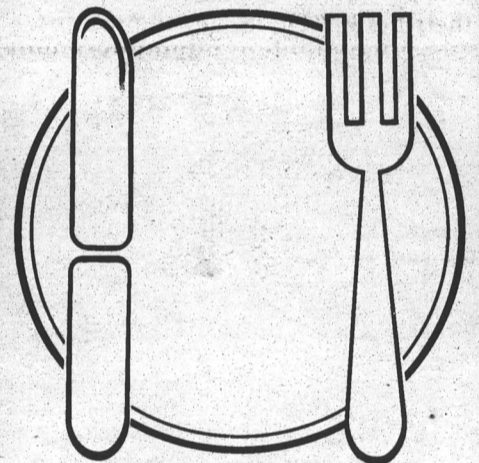
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# Rehearsal makes interview go more smoothly

By CARON GOLDEN  
COPLEY NEWS SERVICE

It's the moment of truth. You've obviously done your homework and prepared an attention-getting resume and cover letter. You know the basics of the job you're applying for, as well as the organization itself. But are you ready for the interview?

If you find the interview process unnerving, you're not alone. It's a part of the job hunt that few people enjoy because the pressure is on to impress. Your future, to some extent, is on the line. So, like anything else worthwhile, it pays to be prepared.

Preparing for an interview takes more than simply being able to recite your past achievements and forecast where you see yourself in five years. It involves everything from the clothes you wear to your attitude, from being able to assess how your skills and experience mesh with the potential employer's description of his or her needs to being able to hear what that person's not saying about the job or company.

Long before it's time to suit up and make your way to the office, take the time to assess the kind of impression you want to make. Not only should you rehearse what you want to say to yourself until you feel comfortable, find a friend or family member willing to play interviewer with you. This will both give you more rehearsal time and provide you with feedback about your performance.

Ask for reactions to your body language, your way of expressing yourself and your aura of self-confidence. Then try to make adjustments that will improve your presentation. If you tend to play with your hair unconsciously or swing a crossed leg when you're anxious, it will be a help to have someone point it out in advance so you can keep that behavior at bay during the real interview.

If your stand-in interviewer comments that you mumble, are monosyllabic or rush your words during your rehearsal, then you can make adjustments for that as well. The idea is to practice enough to be able to walk into your interview feeling alert, but at ease, to present a calm and polished impression to your potential employer.

While it's important to be able to speak intelligently about yourself during an interview, there's nothing more embarrassing than being at a loss for words when the interviewer asks you if you have any questions. Again, avoiding drawing a blank requires some advance preparation.

In their book, "The Edge Resume & Job Search

Strategy" (Beckett-Highland Publishing), Bill Corbin and Shelbi Wright offer a list of possible questions an interviewee can pose to the interviewer. These include:

"What are the day-to-day responsibilities of the person in this position?"

"Why is this position open?"

"Where is the person now who was previously in this position?"

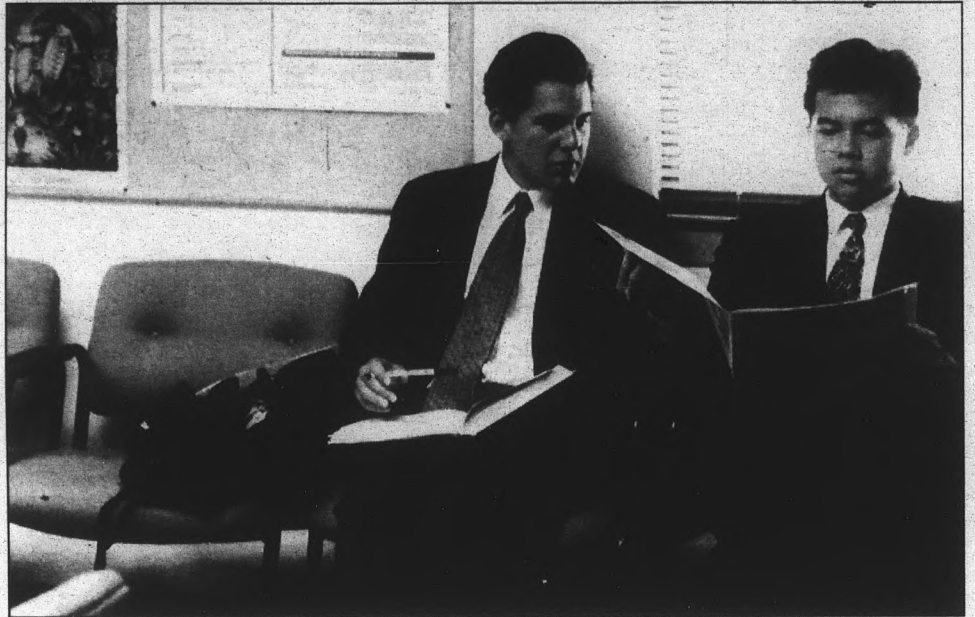
"Exactly where does this position fit into the overall organizational structure of the company?"

Asking intelligent questions will impress the interviewer and provide you with additional information. But the key word here is intelligent. Remember, what you ask may be just as important as what you say in response to a question. Some questions could just as easily reflect your inexperience or unfamiliarity with the field or the company. Again — preparation.

Once everything is rehearsed, reviewed and easily accessible in the mental computer in your head, it's time to evaluate your look. The old saw about first impressions is true, and no matter how you may feel about clothes making the man or woman, it's just good common sense to pull together a stylish professional look for an interview. Obvious good grooming aside (including not too much in the way of perfume or cologne), the key is to make your look appropriate to the profession or company. What may be right for an advertising agency could be too far out for an engineering firm.

How do you know? There are a few tricks. Once you have a sense of the kind of company you are interested in, attend meetings or workshops of the professional association for that company's industry to see how their members dress.

Call the personnel office of the company you are going to interview at and ask anonymously about the dress code. If you have a mentor or know someone in



Arrive at a job interview a few minutes early to have time to relax and take care of any last minute details. Copley News Service

that field, ask for their advice on appropriate attire. Regardless of the particulars of a blue shirt vs. a white shirt or dress vs. a suit, be sure you give yourself enough time before the interview to pull yourself together. You may need to tend to loose strands of hair, adjust makeup or make sure all buttons and zippers that are supposed to be closed are.

That, of course, means getting to the interview perhaps 15 minutes early.

First impressions also include promptness, so allow yourself time to deal with traffic, slow lights or getting lost. Getting to the interview early will also give you the opportunity to make a dash into the restroom before your interview to attend to the details mentioned above.

You've made it this far; all that's left is the interview itself. Don't forget: It's a two-way street. As much as you want to impress them, you are also interviewing them to analyze how well they stand up as an employer.

If you have done your homework, the interview process should be an opportunity to communicate easily what you want the interviewer to know about you as well as glean what you need to know about them.

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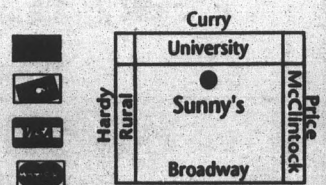
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# INTERVIEW TACTICS

COPLEY NEWS SERVICE

Woman's Day magazine has several tips for the interview session that are equally applicable to men or women:

Don't fidget. Guard against displaying nervous habits.

Make eye contact with the interviewer. Meet a smile with your own to give the appearance of confidence and calmness.

Don't downplay your achievements.

Don't forget to ask questions about the company and the job based on your research. Not only does it give you information, it shows your interviewer you've done your homework and you're interested in them.

Don't criticize your present employers or co-workers under any circumstances. It makes you look like a complainer.

Don't forget to thank the interviewer as you're leaving and again in a note.

Remain relaxed, attentive and open to listening.

Avoid interrupting the interviewer mid-sentence, tuning out of the conversation or blanking out in response to a question.

Don't exaggerate or drone on in response to questions. Instead, keep responses appropriate, full of information and to the point. It all comes down to preparation.

-career 1996-

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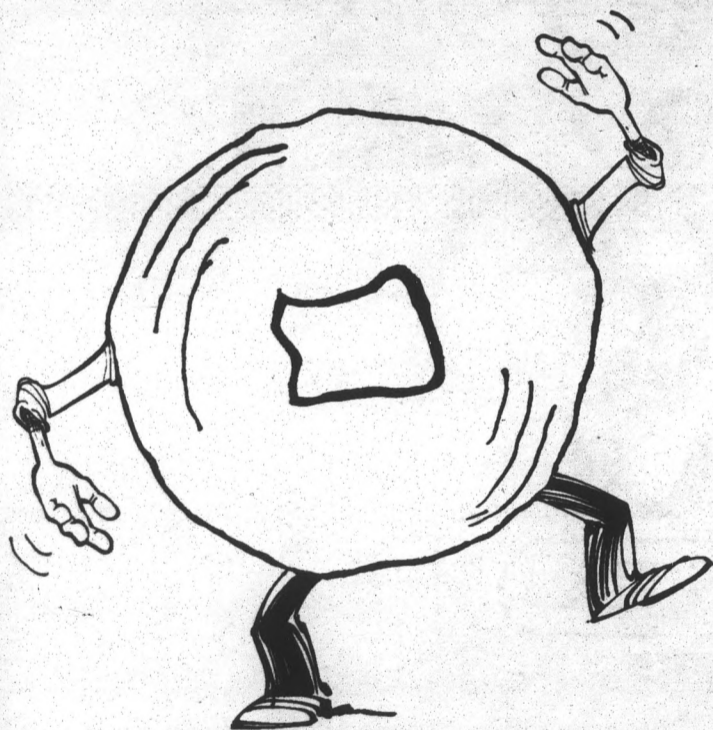
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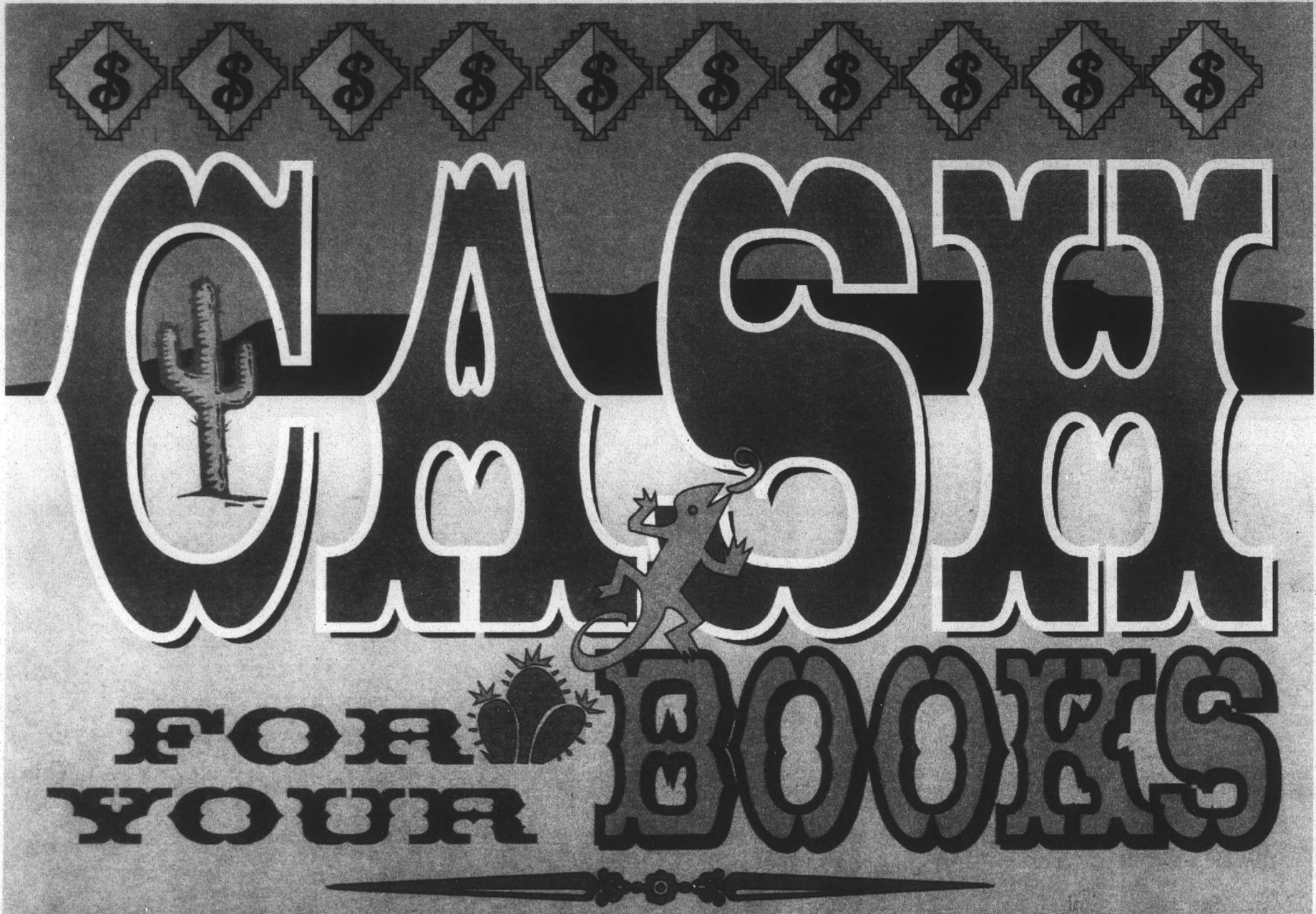
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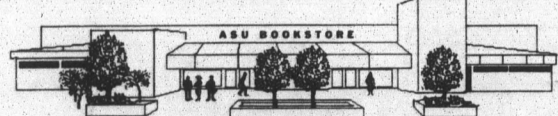


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# Internships provide marketable job experience

BY LEE LITTLEWOOD  
COPLEY NEWS SERVICE

"Are you experienced?" Jimmy Hendrix once sang.

For college students eager to join the working world, the answer can be "yes." Graduates with real work experience edge out those without any in most job races.

And how do smart students garner such important involvement? Through internships. Paid, nonpaid, part time, full time, summer or year-round, internships can provide students (and those seeking employment or changing careers) this crucial exposure.

Apprentices were what interns were called at the Code of Hammurabi in

2100 B.C. These days, they're called valued employees doing real jobs, not just pretend or practice work. Town and Country magazine says, "The right internship can be the key to a great job," while The Wall Street Journal notes, "Internships offer the chance to take on real responsibilities while rubbing shoulders with seasoned professionals."

And internships aren't the only way to stockpile experience in chosen fields — they're also a way for students to explore different fields in order to find what job fields they feel passionate about.

Finding the perfect internship isn't easy. But then, there's not much about entering adulthood and the job world that is. Lucky for intern seekers, local

libraries and bookstores are full of helpful guides. The Princeton Review's "America's Top Internships" (Random House) comes out yearly and includes 13,000 positions, thorough descriptions, application procedures, how the powers-to-be select the lucky ones, how much mind-numbing, menial labor (if any) the job includes and final overviews of each internship reviewed. From beer production (that ought to be a popular one) to advertising to health care to government, this book will find what you want.

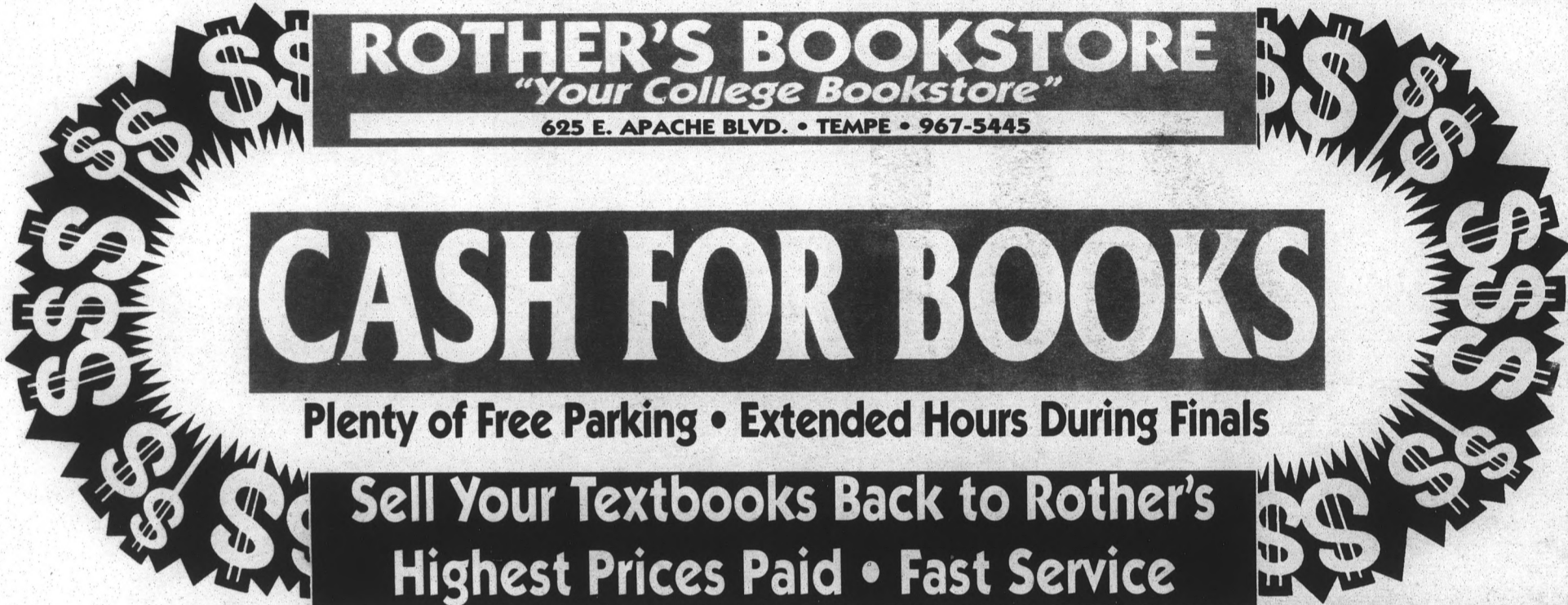
The book also includes a high number of companies in the so-called glamour fields. From the Academy of Television Arts & Sciences to MTV to Sotheby's,

Elite Model Management, Sony Music, Random House Inc., Rolling Stone and "Late Show With David Letterman," the listings are numerous.

Be careful of the entertainment field, however. It's notorious for passing a high amount of "grunt-work" (photocopying, answering calls, opening mail and running errands) onto interns. Some of this is par for the course, but you should eventually be doing a bit more educational and professional tasks, too. At least make sure you're learning from the experiences.

If you find yourself feeling too used and belittled, speak about your concerns to a manager or someone in

TURN TO INTERNSHIPS, PAGE 8.



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- 29 Go motoring
- 30 Mississippi explorer
- 32 Corner
- 33 It's just short of the mark
- 35 "Casablanca" pianist
- 38 Singing group
- 39 Cake layers
- 41 Japanese fish dish
- 45 Boise's state
- 46 Actor Hawke
- 47 Betray, in

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- 1 Whale school
- 2 Fuss
- 3 Baseball's White —
- 4 Ivy League school
- 5 Kind of preview
- 6 Final part
- 7 Tavern
- 8 Tug or dinghy
- 9 Writer Ferber
- 10 Prom attendee
- 16 Apr. 15 org.
- 18 Ran, as
- 19 Lacking manners
- 20 Eye part
- 21 Ivy League school
- 24 Opera's — Te Kanawa
- 25 Nights before
- 26 Envisions
- 28 Cowboy
- 31 Rowing need
- 34 Gets up
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- 40 Greek letter
- 42 Haggard novel
- 43 "Bali —"
- 44 Pen fill



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3-11

# Internships

CONTINUED FROM PAGE 6.

human resources, especially if picking up someone's dry cleaning or lunch is on the roster. The examples in "America's Top Internships" aren't those, however. Its authors, Mark Oldman and Samer Hamadeh, nationally recognized internship experts, offer another guide, this one even bigger and all-inclusive.

"The Internship Bible," also from The Princeton Review, offers 100,000 opportunities and also includes positions overseas, expert advice and interviews with celebrity former interns (Brooke Shields interned at the San Diego Zoo), and spots for high schoolers, grad students and even nonstudent career changers to shoot for. The two Princeton Review guides together are musts for the serious intern-seeker.

"Arco Internships: A Directory For Career-Finders" (Macmillan) provides up-to-date descriptions of positions (25,000 listed) in a wide range of fields. From the

arts and accounting to zoology, this book provides its own listings, plus information for finding further internship sources, tips on how to apply and most importantly, how to intern.

And don't overlook your college's placement office, which is where both large corporations and small local business seek much-needed interns.

Once you've gotten a feel for what's out there, you must decide whether to try for a paid or unpaid internship. Obviously, no one likes to work for free, but many internships don't pay. Some offer small stipends, living expenses compensation, free company products, tickets or passes to prestigious parties and functions. Some internships provide class credit, though, and the few months of unpaid work are an easy trade for valuable experience and connections.

According to one ex-intern at a small television sta-

tion, "Without the pressure of pay, I felt I could sit down and observe the goings-on occasionally." Later, though, they asked her back as a paid employee.

The great thing about an unpaid stint is, if you find it demeaning or not to your expectations, it's easy to quit. It's best to hang in there, though, especially if you can at least salvage some learning experiences.

So whether you help investigate Mafia corruption of labor unions for the FBI, take care of snakes and tarantulas at the Aspen Center for Environmental Studies, assist in design for Reebok, or fund raise for a children's museum, internships offer invaluable learning, the chance to explore new worlds, build skills and maybe even a get a foot in the door that'll lead to that crucial first job.

-CAREER 1996-

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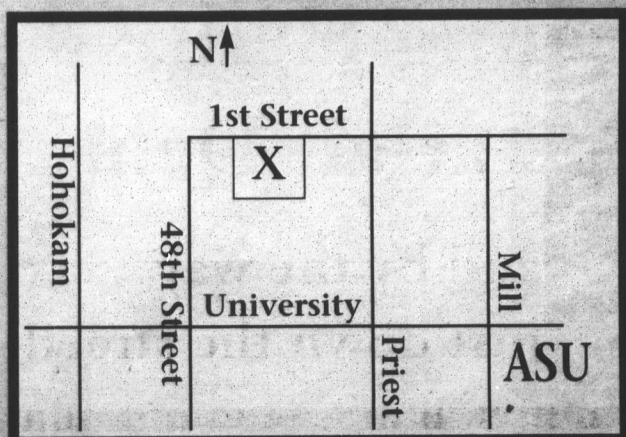
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## Vocational schools teach necessary skills

By JENNIFER PLANTIER  
 COPLEY NEWS SERVICE

For those who want valuable training that will land them a good job sooner rather than later, vocational education programs may fill the bill. Typically, these schools wrap up in two years or less — and provide the job skills and certification one needs to land employment in a specific vocation. Some individuals prefer this approach to the lengthier and more theoretical college plan.

From cosmetology to technology, there are hundreds of vocational possibilities to consider. Some programs, like those for manicurists, take only weeks to complete. Others — court reporting, paralegal and more technical vocations — take a couple of years and much more commitment.

So before you invest the time — and in some cases considerable fees — to enroll in one of these programs, do some research.

### BIG DECISIONS

The first step is to pinpoint the fields

and even specific jobs you might enjoy. Consider your interests and special abilities. If this seems difficult, there are tests you can take that will help. Seek out employment counseling at a public or private agency near you.

Do you enjoy working with children? An early childhood education program can lead to a rewarding career as a preschool teacher or day-care provider. If fiddling with cars and engines is more your style, think about becoming a certified mechanic.

Find out what job opportunities there are in your region. It will be easier to find employment if the career you choose is somewhat in demand.

### COMPARE COURSES

Once you have decided on a field or vocation, look into the programs in your area that provide the required training. Certification courses may be public — as part of a community college or adult education program — or run by private individuals. In either

TURN TO VOCATIONAL SCHOOLS, PAGE 10.

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# Vocational schools

CONTINUED FROM PAGE 9.

case, compare all the available programs in your area before choosing one.

Following is a list of things to consider when evaluating vocational educational programs.

**Location.** How far will you have to travel to attend classes? If you don't have a ride or access to a vehicle, make sure the school is accessible by public transportation.

**Timetable.** Know how long it will take to complete the program, how often you will be attending classes and when they are offered (day or evening).

**Quality.** Find out if the program is accredited and by whom. Ask around about the reputation of the provider and even ask for references.

Consider the quality of the program, including the credentials and experience of instructors and their teaching techniques. Ask to tour the facility and check out the equipment students will be training on. Of

course, it should be up to date if not the very latest.

Requirements. Popular programs may have waiting lists. Some schools may also require that students have some specific educational background, qualifications or abilities.

Before you enroll in any program, you will want to make sure that the course content is really relevant to the job you desire upon completion. One way to do this is to ask potential employers what skills they look for in an employee or even to recommend a training program.

Finally, guarantee that your investment pays off by choosing a school with successful job placement assistance. Putting new-found training to the test — while collecting a paycheck — is certainly the goal of most vocational school students.

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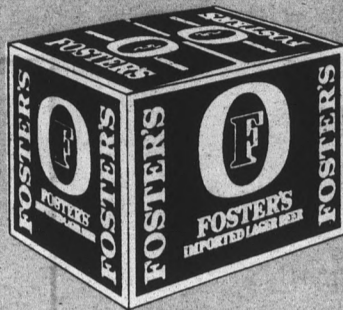
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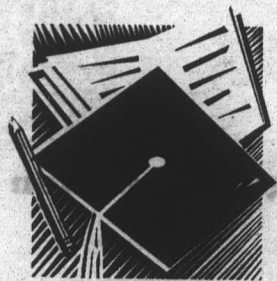
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# Best bosses can manage people and tasks

BY NICOLA B. GODFREY  
COPLEY NEWS SERVICE

Recent studies show that the No. 1 cause of on-the-job stress in companies today is bad management. Relations between employees and management within an organization ultimately affect the bottom line. It follows, then, that putting the right people, with the right skills to manage, in the right places, is imperative to success.

But what makes for a good boss? What traits does it take to be a successful manager?

Psychology Today magazine reports that decades of research into what makes a great manager has led Renato Tagiuri, professor emeritus of social sciences at Harvard Business School, to one conclusion: "It's not about personality. It's about behavior." Tagiuri says although we can't change who we are, we can modify and improve how we behave.

Dr. Frank Shipper, professor of management at Salisbury State University in Maryland, has performed award-winning research into what kind of behavior makes a good manager and has come to two definite conclusions: Arrogance can kill a career. And honesty is everything.

"Being a controlling, dictatorial boss may have been acceptable 20 years ago, but not today," Shipper says. "In the '90s,

management is the management of people and ideas."

Shipper has found that today's managers need to have a balanced set of highly developed specific skills.

"The idea is that we're all either right-handed or left-handed, that we're all either task-oriented or people-oriented," Shipper explains. "But we've found out the really successful managers have learned to develop the unnatural set of skills for themselves."

Not only that, Shipper says the best bosses have developed both sets of skills to a high level to become what he calls "master managers."

Besides skill, Shipper has found two basic personality traits mandatory for successful management: honesty and fairness.

"Managers need to be honest with others and with themselves," he says. "Some managers tend to shade the truth, bend the truth or just plain not tell the truth. Well, that's gonna catch up to you in any organization, because every organization is like a small town. You pay the price by losing your credibility, and when that happens, you'll never be a good boss."

A manager has to acknowledge that we all have weaknesses, including his or herself.

TURN TO BOSSES, PAGE 14.

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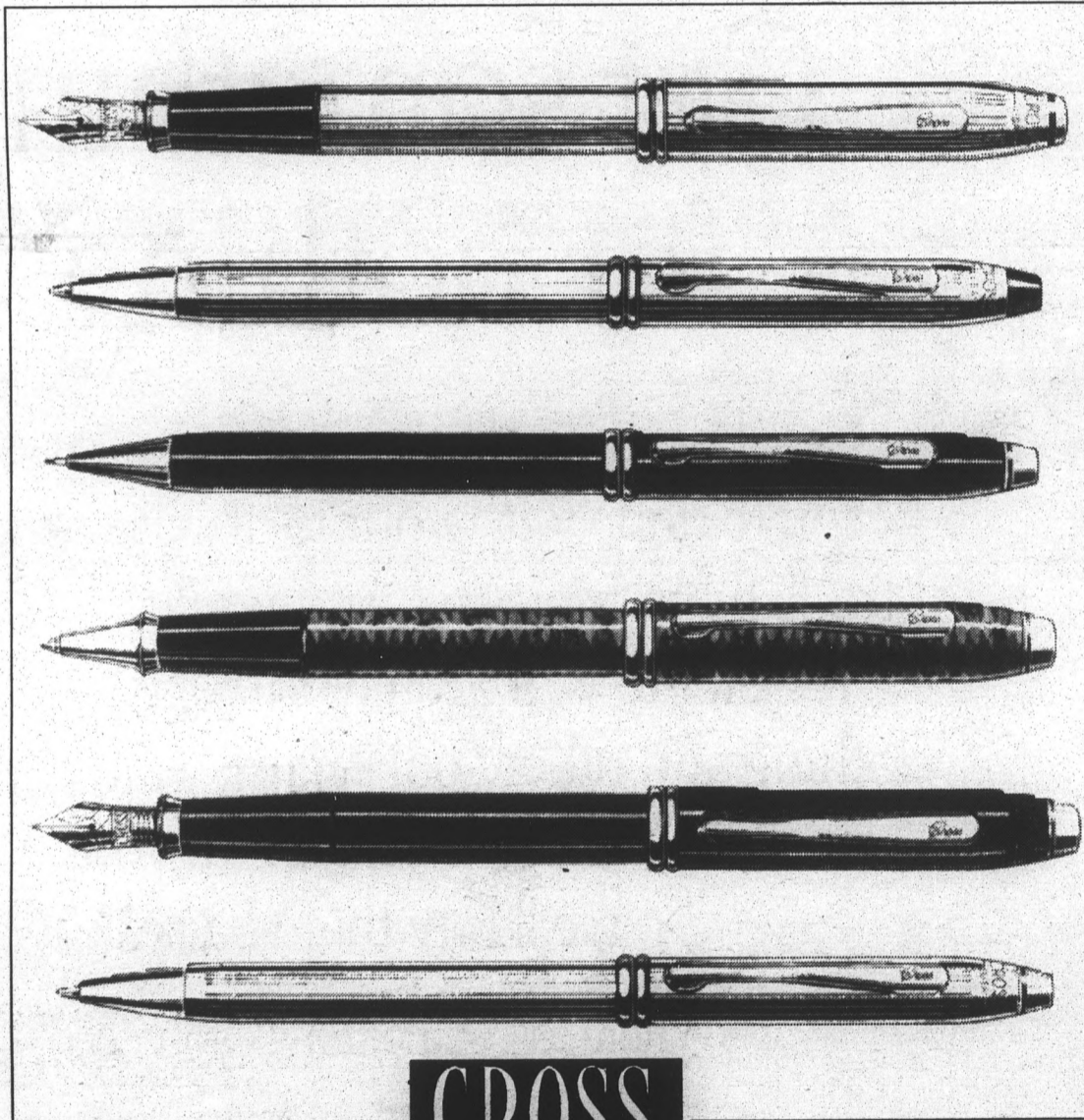
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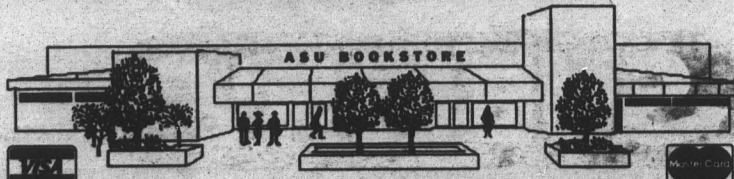
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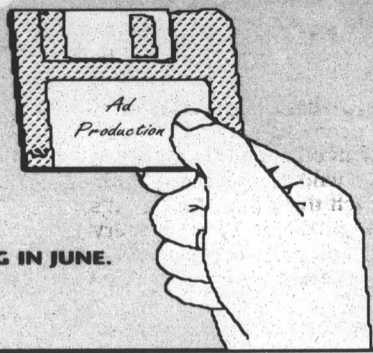
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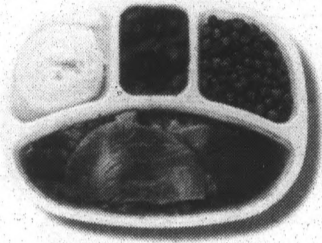
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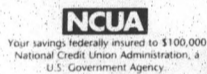
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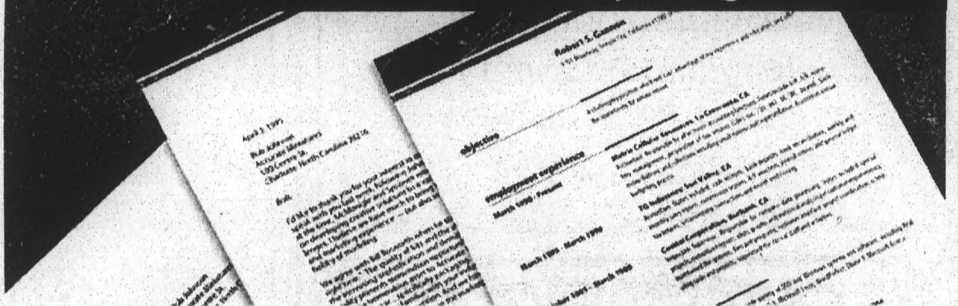
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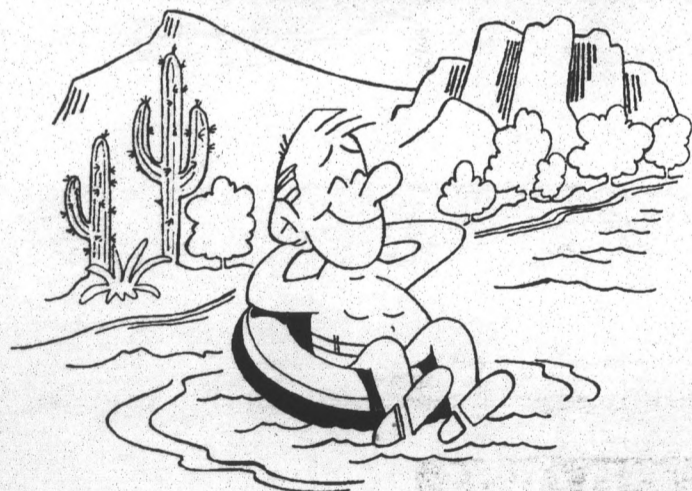
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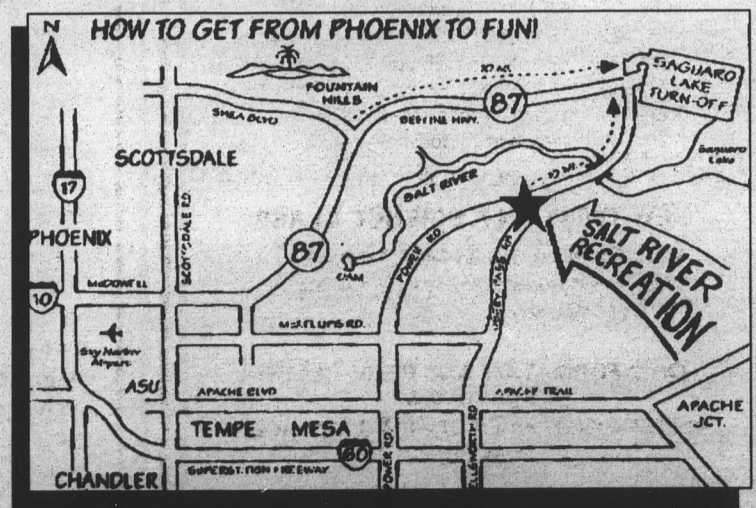
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# Bosses

CONTINUED FROM PAGE 14.

"It's the old cliché, 'You're only as strong as your weakest link.' You have to work real hard on your own weaknesses as a boss," Shipper explains. "The natural defense mechanism is to overcome weaknesses by improving your strengths, but that doesn't work."

Control freaks, the most common variety of "the boss from hell," are often the least honest with themselves and others. In addition, Shipper says, "they don't trust others and want to make sure that they get all the credit." Thankfully, for their minions and the bottom line, this kind of boss doesn't last long.

"Quickly what happens is they cause too many disruptions in the company, too many things fall through the cracks and too many good employees transfer out," Shipper says.

Losing top people because of bad management costs the bottom line and, he says, it can take five years to recover from the mis-

take of not firing such a manager.

The flip side to the control freak is the wishy-washy boss, who can cause just as much stress and financial devastation. Employees aren't given enough direction, don't know what's expected of them and aren't rewarded for their work.

"All (wishy-washy managers) can do at very best," Shipper says, "is produce mediocrity."

Shipper recommends frequent assessment of management to help them identify areas for improvement. He suggests doing this through what he calls "360 feedback," an assessment plan that allows superiors, peers and subordinates to evaluate the skills of a manager via an anonymous questionnaire.

"The results are fed back to the manager without him knowing who said what," Shipper explains. "It's then best to have the manager work with his or her subordinates to develop

ideas as to how he or she can improve."

Following is a list of 10 qualities of outstanding managers that Shipper has concluded from his extensive research.

Honesty, with self and others.

Fairness: Ensuring that each person is treated fairly is absolutely essential. Remember that even the common problems of tardiness and absenteeism are issues of fairness.

The ability to communicate clear and meaningful goals.

The ability to plan and solve problems. Shipper says the key here is the ability to obtain information from those closest to the action, who know the trifles that cause disasters. He cites The Challenger disaster as a case in point.

The engineers tried to tell the managers that the O-ring would fail if launched below 40 degrees. The managers did not listen, but

they probably would have if told the main computer would fail.

The ability and willingness to facilitate the work of others. Stress eats energy. Part of a manager's job is to ensure that all employees have the skills, equipment, time and resources to do a good job.

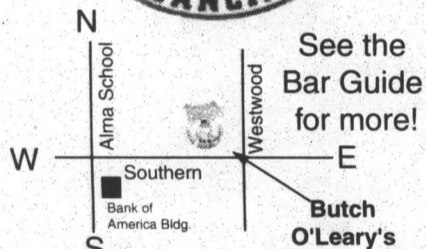
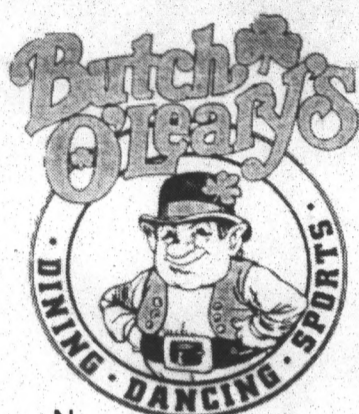
The ability to obtain and give feedback, i.e., ask before you blast.

The ability to make control adjustments. Developing individuals is part of the control process. Shipper warns that few managers can use performance appraisals as development sessions without destroying the individual.

The ability to reinforce good behavior. One of the oldest laws of motivation is what is reinforced tends to get repeated frequently.

A balanced set of skills, both people- and task-oriented.

-CAREER 1996-



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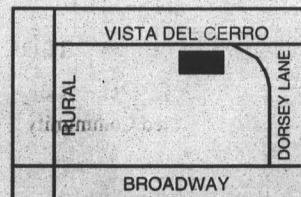
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# Flexibility is key to career longevity

By PRISCILLA LISTER  
COPLEY NEWS SERVICE

The working world has changed. No longer can today's college graduates, middle-level managers or even senior executives expect to work for the same employer their entire career.

Most experts will tell you today that virtually anyone starting out in any field can expect to change jobs 10 times during their working years.

"Forces are reshaping the way humans live and work together," writes Morris Shechtman in "Working Without a Net: How to Survive & Thrive in Today's High-Risk Business World" (Pocket Books/Simon & Schuster).

"The rapid rate of social, cultural, political and economic change in the world today has created what I call the 'high-risk culture,'" says Shechtman.

With that in mind, here are the 10 most

important job skills for the 21st century:

Be flexible, adaptable, willing to change. Forget the old adage, "You can't teach old dogs new tricks." Believe in yourself. Go boldly with the flow.

"We need to change our attitudes toward change," says Shechtman. But that doesn't mean we must blindly accept any change.

"We must become perpetual evaluators. Building self-esteem is also part of this construct," he says. "With high self-esteem, you possess the necessary confidence to try something new and different."

"People fail in their careers when they are set in their ways," says Martin Yate, author of "Beat the Odds: Career Buoyancy Tactics for Today's Turbulent Job Market" (Ballantine Books). "Such people have poorly developed buoyancy skills for the new world, they don't have a coherent game plan for their work lives and they find it difficult to accept the reality of change."

Be your own manager. "Start thinking of yourself as a self-employed consultant regardless of where you work or want to work. Take the responsibility of managing your career," says The Five O'Clock News, a newsletter of The Five O'Clock Club.

Assess your own skills and determine what you need to advance in your current company or another.

"It is important for each individual to focus on his/her advancement and rely on him/herself to get there," says John A. Challenger, executive vice president of Challenger, Gray & Christmas Inc., an international outplacement consulting firm based in the Chicago area.

"Without goal orientation, you aren't going anywhere," says Yate. "It starts with knowing where you want to go with your career."

Keep learning. "The people who succeed in today's corporate world are constantly

renewing their skills, as if they were planning for a new career," says Bill Morin, chairman of New York's Drake Beam Morin, an outplacement and change management consulting firm. "People who acquire skills that transfer easily between functions and keep abreast of what they're worth are the ones who succeed."

Read trade and financial journals, the business sections of your local newspapers, anything written about your company or industry, books on these subjects and take continuing-education classes in skills you may need to acquire or renew.

And realize we are in an information technology revolution. According to Fred DiSalvo, executive vice president of The Cambridge Group, an executive recruitment firm based in Connecticut, "The best credentials you can have today if you're looking

TURN TO FLEXIBILITY, PAGE 16.



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# Flexibility

CONTINUED FROM PAGE 15.

for a job is to understand the current information technology and software in whatever your area of expertise is."

For most of us that means knowing your way around a personal computer.

Network. "Network both inside and outside the company relentlessly," says Morin. "Wide contacts throughout a company's management structure, with multiple mentors or a progression of superiors who know and respect you are far more likely to pay off in a rapidly changing business environment than the old strategy of finding a rising star and sticking with him or her."

"This kind of networking also keeps you aware of what is going on elsewhere in the company and the industry and allows you to either anticipate or capitalize on coming changes."

Care for other people. When you teach your colleagues, you learn at the same time. When you treat them with respect, you will be rewarded with respect.

"Caring for people is not synonymous with taking care of people," notes Shechtman.

"Caretaking means that (1) you do things for people that they're perfectly capable of doing for themselves; (2) the things you do

persuade people that they are unable to solve their own problems. ... Caring for people means that (1) you challenge people to be the best they can be; (2) you tell them what they need to hear, not what they want to hear."

Make smart moves. Do your homework. Be prepared. Take informed risks; make informed decisions.

"Informed risk is a risk where you have considered the options, know your stuff and stand ready to alter your direction as the situation changes," says Shechtman.

To him, smart decisions combine practical know-how with confidence in your ability and judgment — even if you can't wait for all the answers. And all modern professionals must be decisive.

Think like your boss. Think about profits, responsibilities, challenges, people and respect.

"Manage your boss as assiduously as your subordinates," says Morin. "This does not mean manipulating how the boss manages you. This means carefully analyzing what the company expects from your boss and doing whatever is in your power to allow him or her to succeed. It means making sure your boss knows what your priorities and goals are."

-CAREER 1996-



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# Employers spend little time reviewing resumes

BY CARON GOLDEN  
COPLEY NEWS SERVICE

The clock is ticking. At most you have two minutes to sell yourself to a prospective employer through your resume — if, in fact, the person has made it past your cover letter.

In a recent survey developed by Accountemps, 150 executives from the nation's largest companies were asked how long they think they spend screening each resume when reviewing job applicants for an advertised position. Seventy percent of the respondents said two minutes or less.

With such a small window of opportunity, job hunters have to create a selling tool that packs a punch. Actually, make that two selling tools. Without a good cover letter, most employers won't even bother checking out the accompanying resume.

### UNDER COVER

Your cover letter is your invitation to the employer to learn why you're of value to him or her. It does what your resume can-

not: It personalizes your application and zeros in on that company's needs. It can't be written in a generic style that allows you simply to change the address. You have to tailor it to your specific audience.

But, according to Taunee Besson in her book, "National Business Employment Weekly Cover Letters" (John Wiley & Sons Inc.), all good cover letters should include:

Why you're specifically interested in the potential employer.

Why the employer should be particularly interested in you.

When and how you'll be contacting your addressee to follow up on your letter and schedule an appointment.

But first things first — since a cover letter is a personal communication, don't write, "To whom it may concern." Find out who that decision-maker is and get the name right. Call the company and ask for the person's name and exact title. And no matter how simple sounding the name is, make sure it is

spelled out for you. Get this wrong and you may have already blown your chances.

Cover letters sometimes stymie people because they don't know how to begin. The opening words must capture the interest of the reader and initiate rapport. Be direct and honest, but try to incorporate some creativity. If you are basing the connection on a referral from a personal contact, make that your lead statement. If you are responding to an advertisement, address why the ad caught your eye. If you were intrigued by an article written about the company or person, use that as a way of introducing yourself.

The idea is to make the person reading the letter understand that you are singling them out for a reason, not as part of a mass mailing, and to do it in a way that goes beyond, "I am responding to your classified ad for a sales rep in last Sunday's paper."

Once you've made the connection, the second paragraph should explain why the employer should meet you.

Follow up on what you wrote in the previous paragraph with information about yourself woven in. This should feature the skills and experience that match the criteria for the job.

Finally, conclude the letter with a paragraph about how you intend to follow up on making contact with the employer. Don't say that you'll wait for them to call you. It's passive and leaves you in limbo. Instead, tell the person that you'll be calling on a specific day or the following week to confirm that your resume arrived and to schedule an interview.

Make sure, however, that you've either typed in your address and phone number or have included it as part of your stationery in case the employer decides to contact you first.

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TURN TO RESUME, PAGE 20.

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# Resume

CONTINUED FROM PAGE 17.

hunters on preparing resumes.

Some of the latest books include "The Resume Makeover" by Jeffrey G. Allen (John Wiley & Sons Inc.), "The Princeton Review Trashproof Resumes" by Timothy D. Haft (Princeton Review/Random House) and "The Edge Resume & Job Search Strategy" by Bill Corbin and Shelbi Wright (Beckett-Highland Publishing).

Each includes information on the various ways to format resumes, resume language, what to include and leave out and samples of different styles.

In addition, you can buy the skills of a resume writing expert (find one in your area through the Professional Association of Resume Writers at 800-677-9090), or consult with a career counselor at your college or high school.

Basically, a resume follows one of three formats: chronological, functional or a combination of both.

The chronological is a virtual time line moving from your most recent schooling and job backward. It's most applicable if your educational or career path marks experiences that are directly relevant to the job you're applying for, shows steady advancement or if your various positions or career jumps are appropriate.

Functional resumes emphasize the experiences relevant to the position you are going after and is less concerned with dates.

According to Corbin and Wright, this format is very common in difficult job markets because of the need for career adjustments or time out of work.

Combining the two formats involves starting the resume in the functional style, listing significant skills with a follow-up section listing previous employers in reverse chronological order. Typically, however, this is not a format for those having less than 12 years in the work force.

Once you've decided on the appropriate format, it's time to begin writing. The key here is to keep it simple, direct and active. Since your resume should be limited to one page, pronouns and unwieldy helping verbs should be eliminated. Words like improved, increased, produced, developed and implemented give power and punch to your description. Use the buzzwords and terminology specific to your prospective field, but don't make the resume so jargon heavy that only a specialist will understand it. And don't neglect specifics. If you saved money for your department, for example, mention how much.

Obviously, outlining job skills and achievements is critical

in a resume, but how personal should you get?

According to a 1995 Purdue University study, employers are looking for that "little bit of information that tells them an applicant is exactly what they are looking for." You don't want to be frivolous, but if some of your outside activities could enhance your perceived potential job performance, include them.

For example, anyone applying for a job as accountant will have a math and financial background, but if the employer is looking for someone with strong communications skills, listing your experience as a debater or chair of a volunteer committee for a local social service agency may put you over the top of the other applicants.

Find out what your targeted company is looking for by studying what kinds of people the employer has hired in the past, what organizations the boss belongs to or that person's outside activities. Remember, though, that information not specifically job or education related still must be relevant to the qualifications for the position.

Finally, make both the cover letter and the resume easy to read. Squint factor is just as likely to determine how you fare in those initial two minutes and will help if your resume is being scanned into a resume database.

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Dear ASU,  
All too often we neglect to stop and appreciate who we are and what we have. This is our thanks from the crew at Mama's Pizzeria for a great semester.  
Have a great summer, hope to see you again next semester.

Love,

Mama's

Darlene & Steve (Mama & Papa)

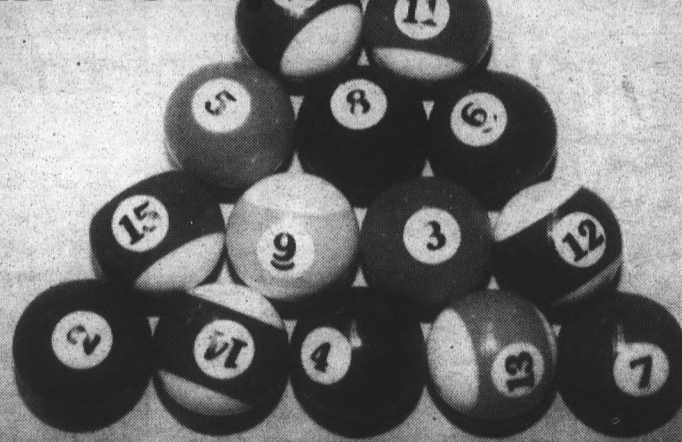
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# College-bound students need practical items

By Lee Littlewood  
Copley News Service

Students heading off to college these days need a lot more than engraved pens. In fact, a box of Bics is a more practical gift for a high-school graduate about to embark on dorm life.

Products abound to make life easier for students. Some (bathrobes, notebooks, backpacks) are necessary, while higher-ticket items, such as computers and compact-disc players, make life easier and more enjoyable for the lucky ones.

What do you give your favorite student for a high school graduation, congratulations, good-luck, send-off gift? It all depends on how deep your pocket is.

Some of the more essential items, however, are the most affordable. Since most college freshman live in dorm rooms or small apartments and are on their own for the first time, household items are vital. A gift box full of cleaning supplies, towels and toiletries is a treasure chest valued by any student. Food baskets are devoured by hungry kids, and a laundry basket stuffed with detergent, fabric softener and plastic hangers is sure to be appreciated, especially since most college-age people are doing their own laundry

for the first time. (Make sure the basket's a sturdy one with good handles — it'll be carted down hallways and up stairs a million times.)

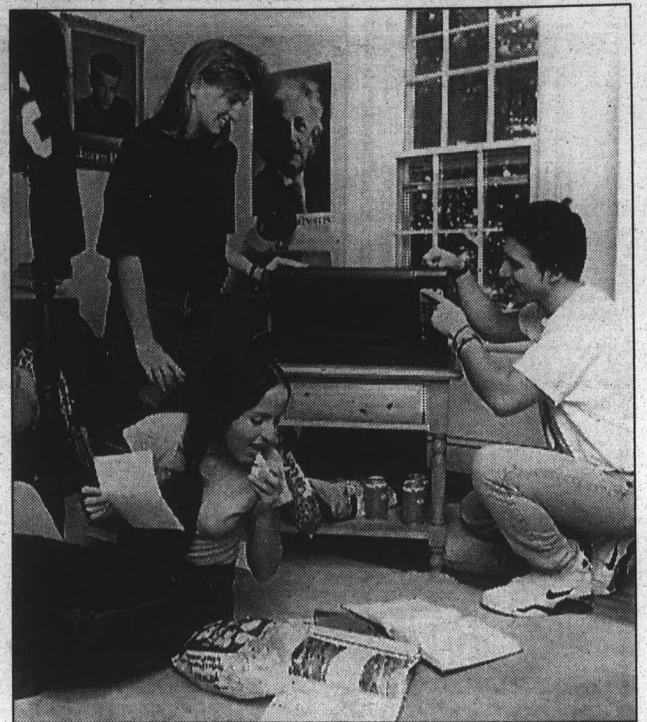
Day planners or organizers are requisite student fodder. It's impossible to compartmentalize class assignments, test times, sporting events and fraternity parties without some type of an appointment book.

Electronically, presents for pupils multiply. Cordless phones are handy, so speakers can move about their rooms to clean, dress or type and chatter to parents or pals at the same time. And since most collegians value their phone messages, answering machines are fundamental, especially to aid forgetful roommates.

According to one student, "Unlike roommates, an answering machine won't lose or forget to relay messages. It's a simple and inexpensive way to ensure you'll never miss a call."

The freedom to listen to whatever music one chooses is another privilege of moving away from Mom and Dad's house and into a dorm. But there will still be close neighbors who may not appreciate hearing the Smashing Pumpkins blaring through thin walls. So with the gift of a CD-playing boom box, include a

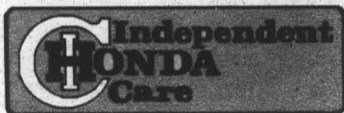
TURN TO GIFTS, PAGE 25.



Copley News Service  
A microwave oven and other small appliances are welcome additions to any college freshman's dorm room. Shown here: compact microwave by Sharp Electronics Corp.

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### COPLEY NEWS SERVICE

Here are some tips for presenting both a clean resume and cover letter:

Proofread your letter and resume carefully and ask someone else to review it as well.

Print your resume and cover letter on white or neutral letter-size paper in an easy-to-read typeface like Helvetica or Times.

Avoid shading, borders, italics, underlining and reverse type, which can be misun-

derstood by a scanner.

Print on one side of the paper only and on a typewriter with a clean ribbon or a laser-quality printer.

Don't fold or staple your resume.

If it's possible that your resume is being scanned, stick to a traditional resume format with plenty of white space on the top, bottom and sides, as well as between sections.

-CAREER 1996-

## STATE PRESS

Classifieds

The bargains are in the back.

DEADLINE APPROACHING

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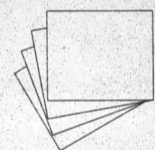
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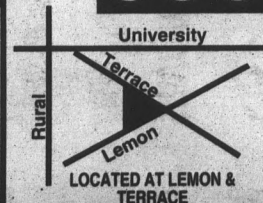
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**CROSSWORD**

by THOMAS JOSEPH



<b>ACROSS</b>	<b>DOWN</b>
1 Command	1 Dance, in France
7 King or queen	2 Flightless bird
11 Musical key	3 Towel inscription
12 Bread spread	4 Menu choice
13 Kirk Douglas movie	5 To date
15 Ham's need	6 Stamped on
16 Lascivious look	7 Jockey's garb
18 Head of the class	8 Actress MacGraw
21 Early jazz	9 Sports judge
22 Workout unit	10 Buck's mate
24 Singleton	14 Tatter
25 Beanie	16 Lucy's brother
26 Had a bite	17 Tennis
27 Tuition collector	19 Butler's wife
29 Easy gait	20 Sleeping mattress
30 Take by surprise	21 Chore
31 Genghis	22 Golf goal
	23 Favorite
	24 Kayak's kin
	25 Dessert treat
	26 Warning
	27 Stolen
	28 Boy, slangily
	29 Easy task
	30 Droop
	31 Exploit
	32 Noisy commotion
	33 Epoch
	34 Badge material
	35 Stolen

3-12

**Graduating?**

**What to do with the parents?**

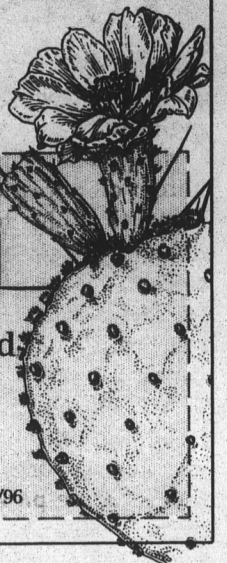
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**Meeting the Challenge**

The Immigration and Naturalization Service ensures the integrity of the United States' borders, defends America's economic interests against smuggling and illegal aliens, and assists persons interested in legal immigration and attaining U.S. citizenship. We are seeking capable men and women who are ready to meet the challenge of protecting America's borders while promoting legal immigration. Salary ranges from \$19,081 to \$27,298 depending on position and location.

**Qualifications for all positions include:** 3 years work experience demonstrating strong analytical skills, ability to plan and organize, effective communication skills; **OR** Bachelor's degree (any field) from accredited university, **OR** combination of college coursework and work experience. Must be a U.S. citizen, possess a valid driver's license, pass a written entry exam and be in good physical condition.

*Candidates for the following positions must be no older than 37, unless presently or previously have served in a federal civilian law enforcement position.*

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Perform law enforcement and administrative tasks involving employer sanctions, criminal aliens and apprehension of escapees from deportation proceedings. Some of these positions are located at Federal Prisons. Required to carry firearms.

**Deportation Officers**

Control and remove persons who are being deported from the U.S. Requires close interaction with foreign embassies and consulates. May be required to carry firearms.

**Criminal Investigators**

Plan and conduct investigations, often undercover. Make arrests, prepare reports, present cases and give testimony. Required to carry firearms.

*The following positions require excellent analytical and people skills. No age restrictions.*

**Immigration Inspectors**

Inspectors are the first officials a person entering the U.S. encounters. Examine documents and interview individuals to prevent ineligible persons from entering the U.S. Work at landports, seaports and airports. May be required to carry a firearm.

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Review applications and interview persons to determine aliens' eligibility for benefits, including permanent residence and citizenship.

**Nationwide opportunities** exist with particular needs in the following districts: New York City, Newark, NJ, Chicago, San Francisco, Los Angeles, San Diego, Phoenix, Houston, San Antonio, El Paso and Harlingen, TX.

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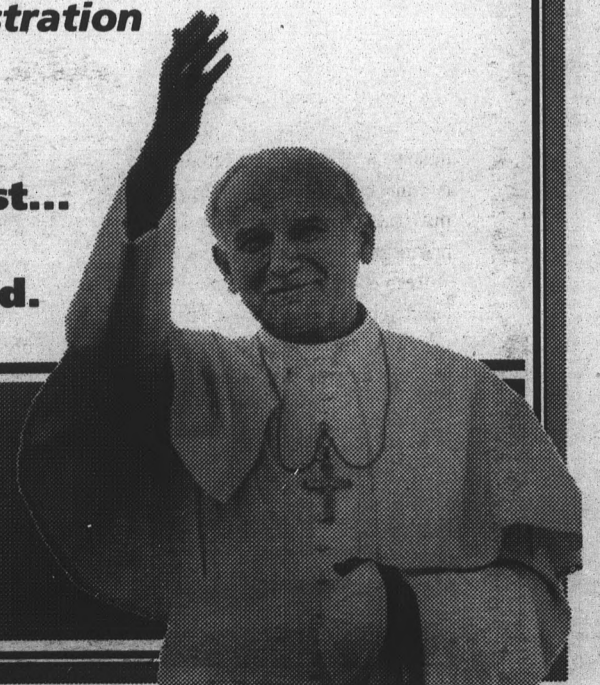
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some guy who  
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Call the Diocese.**

Vocation Office  
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Fr. R. Clements, Director  
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# Gifts

CONTINUED FROM PAGE 22.

pair of headphones. Plenty of light sleepers and late-night studiers will thank you.

Microwave ovens and miniature refrigerators also border on necessity for many students. After all, who wants to trudge four floors to the dining room every time they're craving a sandwich or diet cola? A fridge stocked with fresh fruit and yogurt saves money (and fat calories) in the long run. And a microwave is a must to heat up instant soup, baked potatoes and left-over pizza. It'll keep munchies-craving kids out of the local fast-food establishments.

But when they do decide to make a run for the border, to class, or to the gym, hopping on a bicycle is a bonus. Since parking is usually close to nonexistent on most campuses, traffic is tight and locations are within close proximity of one another, pedaling is an ideal way to get around. A bike, plus the requisite chain and lock, makes a practical, fun gift. But choose an inexpensive, basic model since bikes often are the target of campus thieves.

After a hard day of biking around campus and studying, what's more relaxing than kicking back in front of the tube? College students are famous for remaining fanatically loyal to their favorite soap operas and television dramas. Therefore, a television set is a gift that will definitely keep on giving. Remember, though, your student's roommate may already own one, and usually there are public televi-

sions in most dormitories' common areas.

The ultimate gift for a student is a computer and/or modem. Most collegians' needs can be fulfilled with a basic word-processing system of the laptop variety, such as an IBM-compatible PC. Adding on a modem can give a student greater ease in researching and studying — he or she can have instant access to reference works, share lecture notes or join a discussion group with other students and even submit a term paper on line.

Students with e-mail can even communicate with family and friends via the computer and will remain on the cutting edge of technology as the 21st century appears. Scared away by the high prices? Don't be. Modems have increasingly improved while prices have dropped, bringing state-of-the-art technology straight to dorm rooms at affordable prices.

But the best gift in my opinion? A warm, thick bathrobe. Since most dorm residents have to trudge down cold hallways to common-area bathrooms, coverups are a must.

As one embarrassed female student relayed, "I once headed for the shower in underwear and ran into Melvin Newton and the agricultural engineering club. I wanted to drop out of school and disappear to a deserted island."

She certainly wouldn't have needed her answering machine or modem there.

—CAREER 1996—

## STATE PRESS Crosswords

They aren't harsh words.  
They're just across-words.

Conveniently placed randomly  
throughout this paper.

DEADLINE  
APPROACHING

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The University of Arizona

Guadalajara Summer School 1996



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6-week session, 3 hours a day. Earn: 6 units of credit

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Richard Ashton / Copley News Service



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Please RSVP 965-9752

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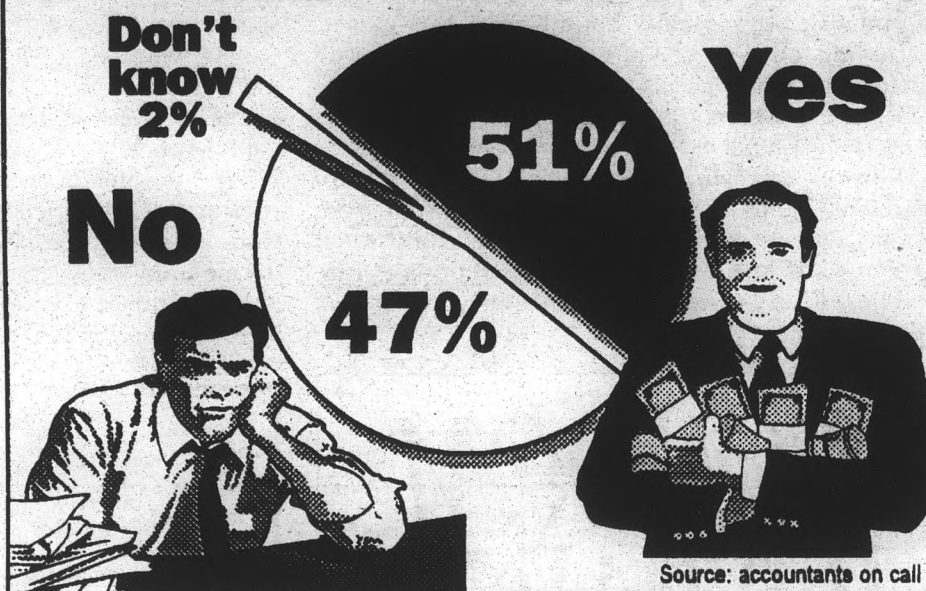
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**CAREERFACTS**

**Doing it all over again**

Respondants in a survey were asked, "If you were just starting out, would you choose the same line of work?"



Richard Ashton / Copley News Service

**SUMMER STATE PRESS**

EVERY TUESDAY

JUNE 4

through

AUGUST 6

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**FREE!**  
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This year we're doing it again! Every Sunday (but ONLY on Sunday), Mike Pulos of The Spaghetti Company will give you one FREE dinner\* for each dinner you order! It's our 2-for-1 SUNDAY ASU SPECIAL. And it's good for the whole year at our Old Town Tempe location only.

So, dollar for dollar, when you're hungry and you need a break, you can't beat The Spaghetti Company! ESPECIALLY ON SUNDAYS! With 2 dinners for the price of 1!

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\*But you MUST have your current, validated student I.D. card, fee receipt or schedule with you to take advantage of this offer. 15% gratuity added to all discounted checks (except senior citizen discounts).  
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RESTAURANT

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# Research job market before seeking advanced degree

By JENNIFER PLANTIER  
COPLEY NEWS SERVICE

Serious graduate work requires a premium of time, energy, effort and expense. Those who pass up paying jobs for years of studenthood expect their advanced degrees to equal larger salaries down the road.

In many, but certainly not all cases, this is true. According to the Bureau of Labor Statistics, the median annual salary of professionals with a degree such as a master of business administration or a doctor of laws is nearly twice that of those with bachelor's degrees.

However, borrowing thousands of dollars to pay for graduate studies in a field that is glutted or low-paying in general could backfire. Think carefully about career goals and explore all your options before enrolling in an expensive and demanding program.

Of course, higher salaries are not the only reason people pursue advanced degrees. The desire to build rewarding careers and gain personal satisfaction also play a role in this life decision.

For students who want a career as a doctor, lawyer or university professor, which absolutely requires years of specialized training, there is no choice but to apply. Others who have specific research interests and are motivated to specialize in a subject they feel is especially important also make good grad school candidates.

Individuals whose career goals are murkier should weigh the value of a graduate degree against that of real-life work experience in their chosen field. In some cases an advanced degree makes it easier to rise up the ranks; in others, it will make little difference.

In disciplines like engineering, physical therapy or architecture, a graduate degree may be necessary to

succeed in a competitive workplace. In other fields, like nursing, an advanced degree enlarges the spectrum of responsibility a worker can take on. In these cases, graduate school will usually prove a wise investment.

In a field that is overrun with qualified professionals, such as journalism, the real value of an advanced degree is reduced substantially. Experts also caution that while a degree from a respected program may carry some weight in the work force, one from a lower-ranking institution may be less valuable. Their advice: Don't quit your day job to attend a second-rate graduate school.

## PART TIME IT

Individuals who already have a foothold in the field of their choice need not abandon it to further their education. An increasing number of schools now offer

TURN TO GOALS, PAGE 31.

## CONDOM RESEARCH STUDY

Planned Parenthood is seeking monogamous couples interested in participating in a research study comparing the effectiveness of latex and investigational polyurethane condoms in pregnancy prevention. Women must be between 18 and 40; men between 18 and 50.


Qualifying couples will receive free condoms for seven months and up to \$90 compensation for two clinic visits and three telephone interviews. Volunteers may also receive free Pap smears, STD screening and physicals. For more information, call Planned Parenthood at 265-2043.



## CROSSWORD

by THOMAS JOSEPH

- ACROSS**  
 1 ERA, for one  
 5 Enthralled  
 9 Sci-fi writing awards  
 11 Sci-fi, for one  
 12 San Antonio landmark  
 13 Randi of "CHiPs"  
 14 "Skedaddle!"  
 15 Hawk lifter  
 17 Planets  
 19 Singer Charles  
 20 Thrifty one  
 21 Truck part  
 22 Draw out  
 24 Lair  
 26 Warbles  
 29 Cribbage need  
 30 Smoker's choice  
 32 New software version  
 34 Period  
 35 Kidney-related  
 36 Pooches  
 38 Horse sound  
 39 Starts a pot  
 40 Advan- tage



**DOWN**  
 1 Some carpets  
 2 Bulb products  
 3 Writer Christie  
 4 Singer Waits  
 5 Hind  
 6 Turkey's capital  
 7 Made for easy assembly  
 8 Irritable  
 10 Became unpleasant  
 11 Olympus residents  
 16 Read  
 18 Flat  
 21 Copper  
 23 Movie house  
 24 Rely  
 25 Seasonal drink  
 27 City section  
 28 Put into  
 piles  
 29 Race prize  
 30 Soda fountain order  
 31 Ranch rope  
 33 Steak order  
 37 "Sturm — Drang"

1	2	3	4	5	6	7	8
9			10		11		
12					13		
14			15	16			
17		18				19	
20					21		
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24	25		26		27	28	
29			30				31
32		33				34	
35				36	37		
38				39			
40					41		

3-13



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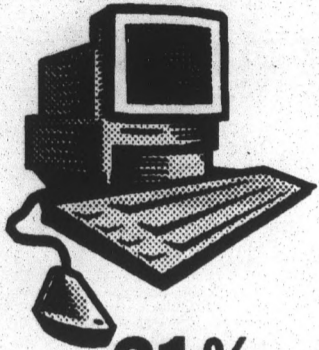
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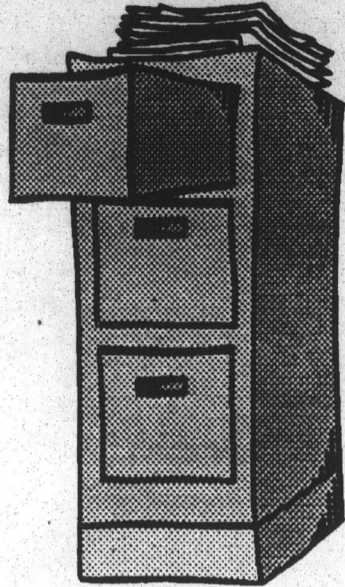
**CAREERFACTS**

**Computerized or manual?**

Despite the ever-growing number of personal computers, more people organize, store and access their work with traditional paper-filing methods than on a personal computer.



**31%  
Computerized**



**57%  
Traditional filing**

Source: accountants on call

Richard Ashton / Copley News Service

**CAREERFACTS**

**High-schoolers feeling good**

A recent survey of high-school students polled their opinions about their college expectations:



- 96%** feel very optimistic about finding a good job.
- 65%** feel that practical skills are better than a general education.
- 32%** are looking forward to academic challenges.
- 82%** think they'll be able to pay for their children's college education.

Source: *Careers & Colleges* magazine

Richard Ashton / Copley News Service

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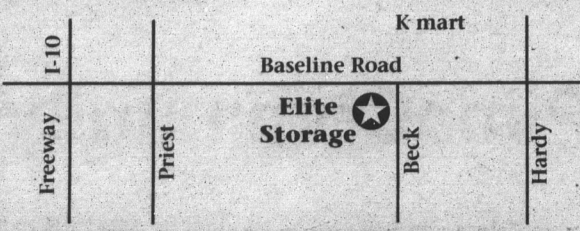
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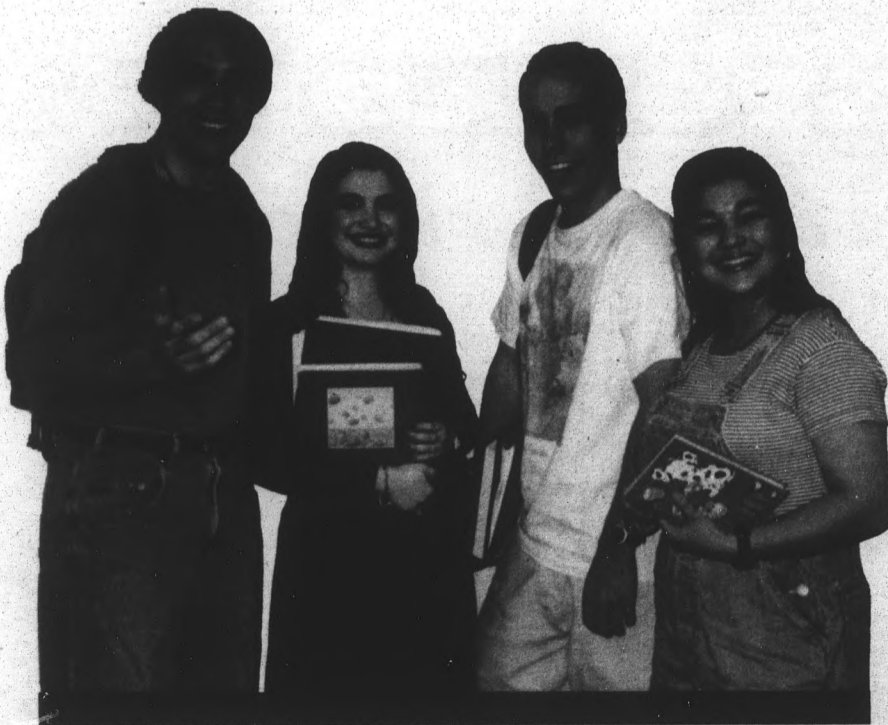
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# Goals

CONTINUED FROM PAGE 28.

part-time programs for professionals who want to beef up their credentials.

At one time, graduate schools demanded that students attend full time to really master the field of study. With the exception of most academic Ph.D. and health-care programs, the number of schools offering part-time or even weekend commuter programs is on the rise. Part-time MBA programs have proven especially popular with working professionals. In fact, the number of part-time business students is more than double that of full-time attendees.

Working part-timers may find that they can apply what they learn directly to their job — and the benefits are not always deferred until the degree is awarded. And, in most cases, they subject themselves to less economic uncertainty than those who enroll full time. **PAYING UP**

Full-time graduate students must usually borrow substantial amounts of money to finance their academic pursuits. Government and even private loan programs are fairly easy to access. Unfortunately, expected increases in earnings have not kept up with

skyrocketing tuition costs. The result is that many students are saddled with loan repayment on completion that is barely manageable.

Of course, those who enter higher-paying professions like law or medicine have less trouble with repayment than others who enter into social work or public service. One government program allows students with modest incomes to stretch out their payments over 25 years — an option most would rather not have to consider.

Business and law students should be prepared to call on loans and savings to pay for their education. Some others may have options that are easier to live with. Med students who are willing to serve in the military or the National Health Service Corps (to practice in areas with a shortage of doctors) won't have to borrow at all. Students in other disciplines should shop around and apply for fellowships, tuition waivers and assistantships before resorting to loans.

Anybody who decides to take on graduate school — along with its time commitment and financial burden — should have clear and steadfast career goals. A



Copley News Service

Before investing time and money in an advanced degree, make sure it will pay off in the job market.

sense of where they want to be in the future will help potential students weigh the drawbacks against the benefits — personal fulfillment, elevated income and a specialized niche in the changing work environment. —career 1996—

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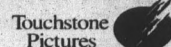
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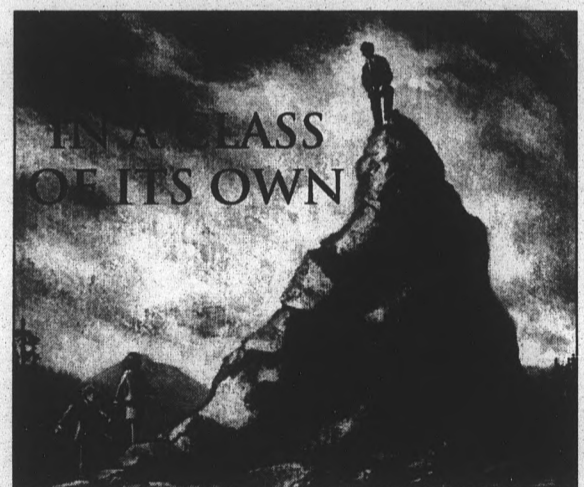
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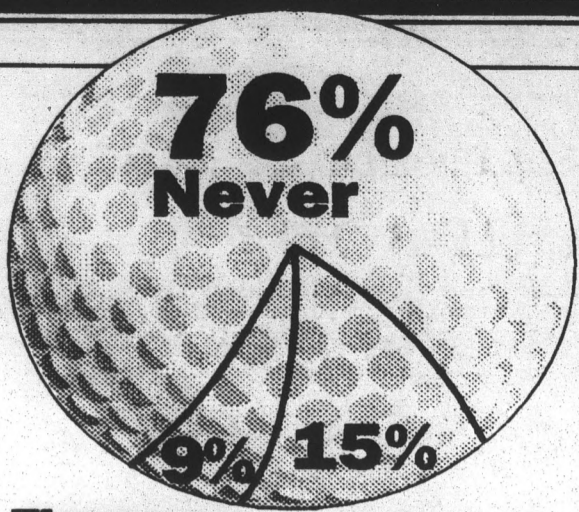
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CAREERFACTS

Playing hooky

A survey of American workers asked if they had ever called in sick when they were really not.



Three or more times      Once or twice

Source: accountants on call

Richard Ashton / Copley News Service

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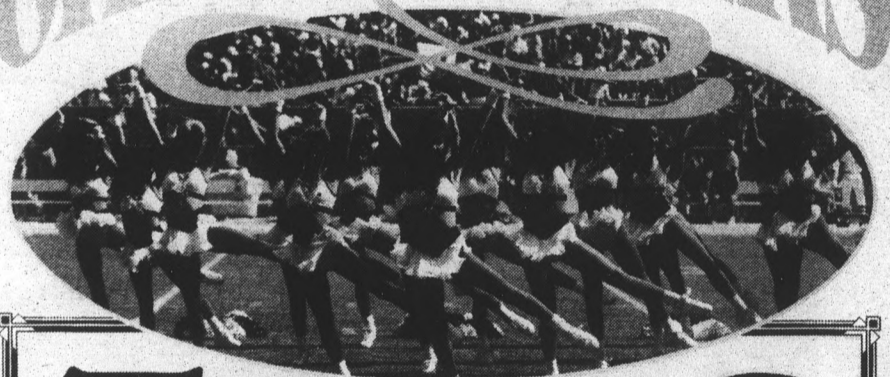
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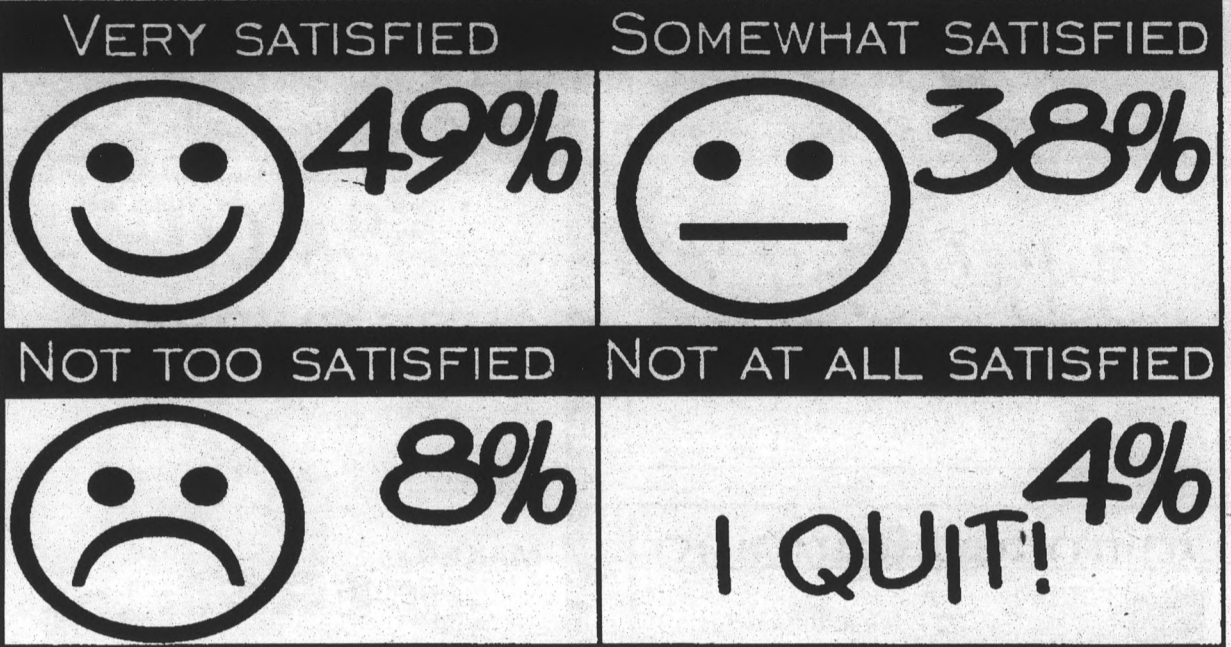
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## CAREERFACTS

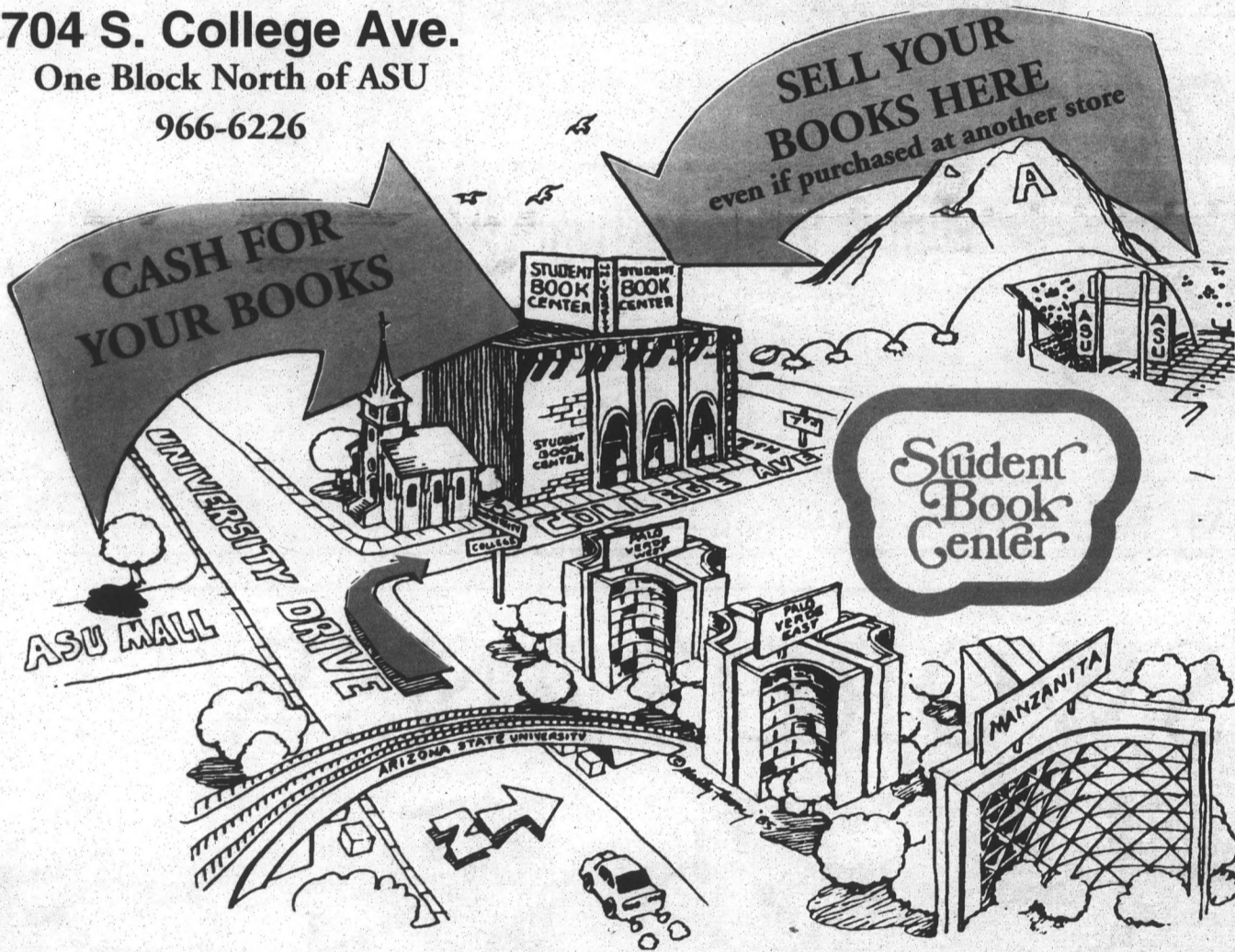
### How satisfied are you with your job?



Source: accountants on call

Richard Ashton / Copley News Service

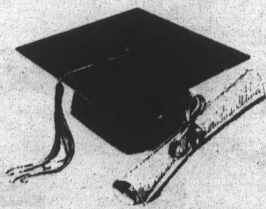
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 DESOTO TREE  
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 SAM TRIO  
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 ALAMO OAKES  
 GIT UPDRAFT  
 SPHERES RAY  
 SAVER CAB  
 EDUCUE  
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5

OSCAR HACKS  
 PHASE AVANT  
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 SEA NUN ALP  
 EDIT BORIS  
 NEE TIN  
 AMEND OMEN  
 AGO TOT ALI  
 MARTINI RAN  
 ATTIC MOVIE  
 SHORE EVENT  
 SANER DALEY

6

MICA DEADON  
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 HEN ADIEU  
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 ATHOME POOL  
 BEEPER ANTE

7

WOWS COLLAR  
 AREA ANYONE  
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 IRA NOWIN  
 ESSAY SNORE  
 LEO ROW  
 MAMBO CORNS  
 SLEET ALI  
 SOANDSOS  
 REDTOP HOME  
 ORIOLE AMEN  
 BREWED TENT

8

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 FOLD AFAR  
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 MECCA UNTIL  
 ENCRYPT SEL  
 IOOO AQUA  
 TORN TOFU  
 ELCID LIARS  
 MELEE ERROL  
 POESY SEEDY

9

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 RIND RIPPLE  
 ONETIME ELI  
 MENACES RAN  
 BEN ROSE  
 PEALS BERTS  
 RATE GUS  
 ASP SERIALS  
 ITE WILDCAT  
 SEADOG ETTE  
 ENCORE NOTA  
 DETER TREK

10

CROSSWORDS — Go ahead ... do them in ink!

CROSSWORD

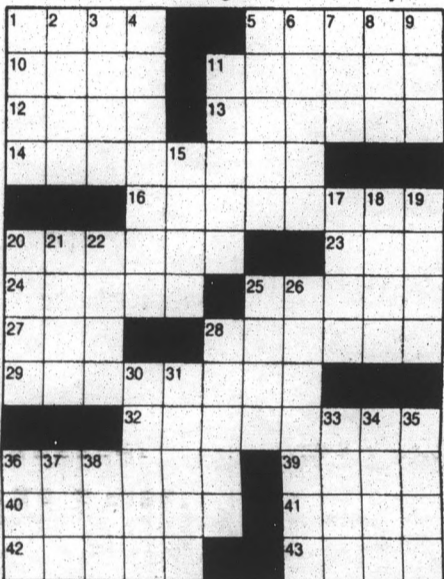
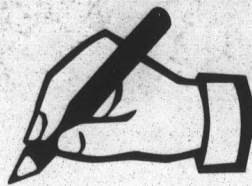
by THOMAS JOSEPH

ACROSS

- 1 Llama's land
- 5 Kind of eclipse
- 10 Utopia
- 11 Run
- 12 Grows older
- 13 "I, Robot" author
- 14 Kidnap victim of fiction
- 16 "America's famous fighting cowboy"
- 20 Norton's workplace
- 23 "— Maria"
- 24 Black birds
- 25 "Psycho" name
- 27 Broadcast
- 28 Autocrat
- 29 Battle conditions on the Enterprise
- 32 Faint star
- 36 Oyster's home
- 39 Finished
- 40 Storage place for weapons
- 41 Took the bus
- 42 Farm type
- 43 Square, for one

DOWN

- 1 Bosc or Bartlett
- 2 Border
- 3 Clarinet need
- 4 Remove, as a cap
- 5 Modern surgical tool
- 6 Bring together
- 7 "Platoon" setting
- 8 In the past
- 9 Gun the engine
- 11 Hotel employees
- 15 Towel inscription
- 17 Raw numbers
- 18 Tied up
- 19 Take it easy
- 20 Battle reminder
- 21 Historic canal
- 22 Dictionary entry
- 25 Noted polar explorer
- 26 Gallery contents
- 28 Lingerie
- buy
- 30 Grape site
- 31 Suspicious (of)
- 33 Bard's river
- 34 Give a new look to
- 35 Worry
- 36 Blue
- 37 Pitching stat
- 38 Friend to Francois



3-14

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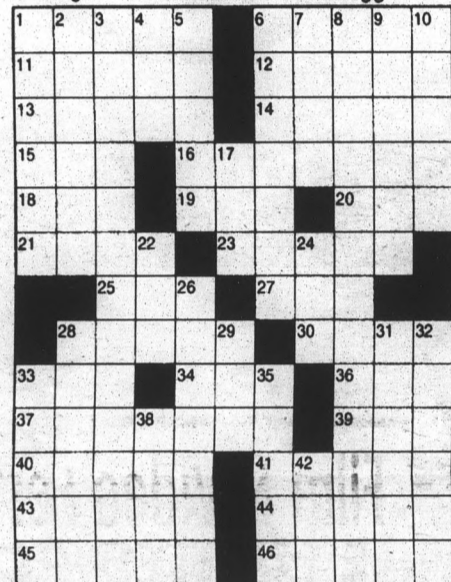
by THOMAS JOSEPH

ACROSS

- 1 Director's dream
- 6 Bad writers
- 11 First quarter, for one
- 12 — garde
- 13 Actress Irene
- 14 Serpent
- 15 Select
- 16 Summer cooler
- 18 Neptune's domain
- 19 Sister
- 20 The Matterhorn, e.g.
- 21 Do newspaper work
- 23 Natasha's colleague
- 25 Maiden name preceder
- 27 Foil base
- 28 Change for the better
- 30 Sign
- 33 Past
- 34 Youngster
- 36 "Prince —" ("Aladdin" song)
- 37 Bond's drink
- 39 Campaigned
- 40 Top story
- 41 Studio

output

- 43 Vacation site
- 44 Happening
- 45 Less bananas
- 46 Famed mayor
- 1 Stand against
- 2 Gave form to
- 3 Cagney's role in "Mr. Roberts"
- 4 Simile center
- 5 Pine product
- 6 Needy one
- 7 Eager
- 8 Billy Batson's alter ego
- 9 Prepares for prayer
- 10 Bikini part
- 17 New reporter
- 22 Golf need
- 24 Southern resort
- 26 Temptress
- 28 Hercule's
- 29 Ho of Hawaii
- 31 Friend of George and Jerry
- 32 Nonagenarian's minimum
- 33 Stockpile
- 35 Used a watch
- 38 Exhaust
- 42 Eggs



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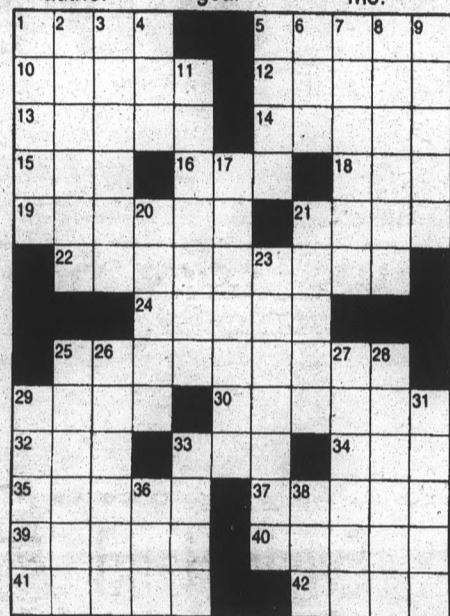
ACROSS

- 1 Doll cry
- 5 Top tortes
- 10 Skilled
- 12 Less well-done
- 13 Yarns
- 14 Writer John
- 15 Conceit
- 16 Flip ingredient
- 18 Allen of TV
- 19 Find a home
- 21 Horn output
- 22 Like some tableware
- 24 Music's Armstrong
- 25 Coarse language
- 29 Grant of films
- 30 Irritate
- 32 Yon fellow
- 33 Sack
- 34 Computer acronym
- 35 Thrill
- 37 Wed
- 39 Fizzy quaffs
- 40 Fireplace tool
- 41 Golf course hazards

42 Extremely

- DOWN
- 1 Chess wins
- 2 Saws
- 3 Giants great
- 4 Mimic
- 5 Kermit, for one
- 6 Cheering word
- 7 Makes speeches
- 8 Network shows
- 9 Hobo
- 11 "The Waste Land" author
- 17 Not counterfeited
- 20 Score
- 21 Plague
- 23 In a row
- 25 Tar
- 26 Fleet
- 27 Bowling goal
- 28 Actor Christian
- 29 Bureau
- 31 Nail file material
- 33 Harry's wife
- 36 Spigot
- 38 Elec. Day mo.

Yesterday's Answer



3-16

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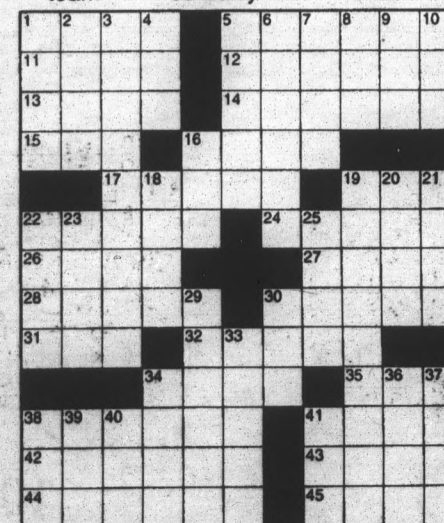
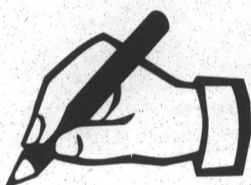
by THOMAS JOSEPH

ACROSS

- 1 Thin-layered mineral
- 5 Precise
- 11 Matinee star
- 12 Connected to the Internet
- 13 Hawk
- 14 Caught some z's
- 15 Actor Mineo
- 16 Canine holders
- 17 Steamed
- 19 Recipe amount
- 22 Church areas
- 24 Not tethered
- 26 Foray
- 27 Was windy
- 28 Steeple topper
- 30 Chooses not to call
- 31 Farm layer
- 32 Parting word
- 34 Move like a moth
- 35 Drain of energy
- 38 Type designer William
- 41 Missile setting
- 42 Not out
- 43 Raft setting
- 44 Doctor's

need

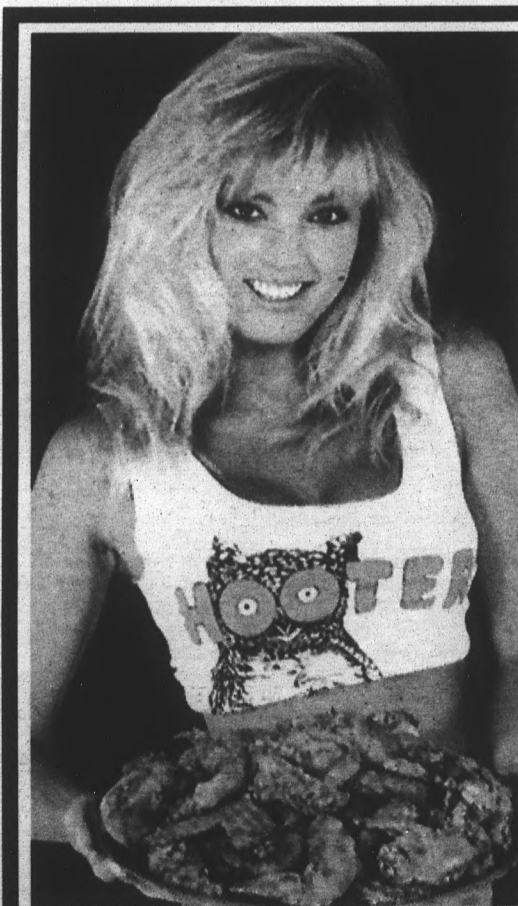
- 45 Pot starter
- DOWN
- 1 Fall short of
- 2 Brainstorm
- 3 Crash
- 4 The works
- 5 Breakfast treat
- 6 Pottery coat
- 7 Yodeling site
- 8 Dance maneuver
- 9 Small bill
- 10 Actor Beatty
- 16 Balloon contents
- 18 Ohio team
- 19 Convivance
- 20 Like some cars
- 21 Flock holders
- 22 St. Louis landmark
- 23 Peel
- 25 English horn's kin
- 29 Bible dancer
- 30 In shape
- 33 Barry
- Levinson movie
- 34 Complete failure
- 36 Oodles
- 37 Gondolier's need
- 38 Singer Calloway
- 39 Chowd down
- 40 Haggard novel
- 41 Workout site



1-10

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**Jetta GL**

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