



HASHOMER

(Affiliated with the National Conference of Shomrim Societies
and the International Association of Jewish Public Service Employees)

P.O. BOX 35688, LOS ANGELES, CA 90035

April-May-June 2008 Issue

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President's Message

Our Annual Banquet honoring, and bestowing membership to, L.A.P.D. First Assistant Chief James P. (Jim) Mc Donnell; and honoring Rabbi Chaim Kolodny as Member of the Year was an outstanding success with over 210 persons attending. Honorary Member and former Chief Deputy Attorney General and L.A. County District Attorney Bob Philibosian acted as Master of Ceremonies and Assistant Sheriff Paul Tanaka swore in our new officers.

Our next event will be a Sunday Brunch to be held at the Elm Collection, 1150 South Elm Drive, Los Angeles, on Sunday, June 22, at 10:00 A.M. The Elm Collection was created by Marvin Markowitz (the owner of Factor's Delicatessen) and is one of the finest private collections of Sports Memorabilia in the World. You will not believe how incredible this place is! Come on time and explore this fantastic array of sports memorabilia. This is an event your significant other and your children will really enjoy! R.S.V.P. is mandatory-number of adults and children: marvgoldsmith@msn.com). Cost will be \$5.00 per person.

Following this event is our annual "Steak Fry" to be held on Sunday, August 17th at 5:00 P.M. All the details are in this issue.

Have a happy and healthy summer.

Marvin Goldsmith, President

2008 SHOMRIMSOCAL SCHEDULE OF EVENTS

May/June Meeting (BRUNCH)

Sunday, June 22, 2008 at 10:00 A.M.

The Elm Collection

1150 South Elm Drive, L.A.,

1 block East of Beverly Drive,

just North of Pico Blvd)

HASHOMER

STEAK "FRY"

Sunday, August 17th at 5:00 P.M.

עִבּוּרֵי גֹלְדְּמִיט

(Goldsmith's BBQ)

229 South Clark Drive, B.H.

September/October Meeting

October 16th at 6:30 P.M.

In a Succah.

Annual Meeting of the Board of Directors and the Membership

Wednesday, November 5th at 6:30 P.M.

(Place to be determined)

Hannukah Get Together

Tuesday, December 23rd at 6:30 PM

Pizza World

365 South Fairfax Avenue, L.A.

(Just South of Third St.)

MAZEL TOV

To Paul Scauzillo who has retired as a Lieutenant from the L.A. County Sheriff's Department and is in process of becoming a Reserve Deputy.

To Joe Korpiel, Paso Robles Reserve Police Officer, (and L.A.S.D. Res. Chief) on his being named "Masonic Top Cop" for his "exemplary, self-sacrificing dedication to serving the Paso Robles Police Department and the Community."

CONDOLENCES

We regret to inform you of the passing of our distinguished Chaplain, Rabbi Dr. Henry E. Kraus. May the Almighty comfort the bereaved family along with all mourners of Zion and Jerusalem.

To Past President Todd Silver on the passing of his father on April 3, 2008 and the passing of his brother on November 16, 2007. May the almighty comfort the bereaved family along with all mourners of Zion and Jerusalem.

SHAVOUT

By Rabbi Dr. Henry E. Kraus, z"l

Shavuot will be celebrated this year on Monday and Tuesday June 9th and 10th. (Sivan 6th & 7th). This holiday has several names: Shavuot, the Festival of Weeks, because it falls seven weeks after Pesach concluding the Sefirah period. Shavout has great agricultural significance and is called Yom Habbikurim, the Festival of the First Fruits and also Hag Hakatzer, the Harvest Festival. Tradition tells us that the Torah was given at Mt. Sinai on Shavuot, hence the name Zeman Matan Toratenu. The holiday commemorates the Day G-d revealed himself by giving the Ten Commandments through the Jewish People to Mankind. Revelation informs us that by living a life of integrity and honesty, by having the proper regard for our fellow human being, by practicing righteousness we come to have a better relationship with other human beings, but a deeper relationship with G-d. The Ten Commandments although brief, comprehensive and authoritative cover the duty of man to G-d and to his fellow man in only 120 words. These words influenced the whole course of civilization. The Laws of Sinai reaches into the very depths of the human soul. It raises every individual to the highest peak of the spirit and by this a man comes closer to man and G-g. Among the special prayers added to the Service on Shavuot is a hymn in praise of Torah. We also read the Book of Ruth. It is also an old custom to study Torah on the night of Shavuot. The traditional foods served at meals on this holiday are Dairy products. Our prayer on this Holiday should be, as always: May we the members of this generation prove worthy of the honor bestowed upon our ancestors at Mt. Sinai to bear the sacred trust for the welfare and peace of Israel and the World.

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SCOTCH WHISKEY - PART 3

By Scott Widitor

WHISKY PRODUCING REGIONS

Scotland is traditionally divided into four whisky producing regions: The Highlands, Lowland, Islay and Campbeltown. Two additional regions have been recognized in recent years and are basically subdivisions of the Highland group.

The first of these – “The Islands” is not recognized as a region by the SWA (Scotch Whisky Association) and is instead considered part of the Highlands region. The second and more famous “unofficial” region is Speyside. Although it is originally part of the Highlands, Speyside is now the most prolific whisky producing area. For this reason some people – especially Scotch marketers - believe it deserves its own region.

Lowland Single Malts - only three distilleries remain in operation in the Lowlands: Auchentoshan, Bladnoch, and Glenkinchie. Lowland single malts are traditionally triple distilled (though this has not been true of all of them), often giving them a lighter taste. This likely played a role in the waning of the Lowland distilleries. Many single malt drinkers prefer somewhat heavier whiskies, while those who prefer lighter ones are often satisfied with the less expensive blends.

The Highlands is geographically the largest of all the whisky producing regions and offers the greatest variations of style. You will find some of the best known distilleries in this region.

On the mainland in the Western Highlands there are only a few distilleries. The malts from these West Highland distilleries are much less peaty than the malts which are found in the Islay region, although you can still detect a slight whiff of smokiness. If there is a common character shared by West Highland whiskies it is they tend to have a sweet start and dryish finish.

The character of the far North Highland malts are greatly influenced by the local soil and the coastal location of the distilleries. They tend to be light bodied whiskies with a spicy character and a dryish finish, sometimes with a trace of saltiness.

Malt whiskies from the Central, Southern and Eastern Highlands are quite a mixed bunch. They are generally fruity and sweet but not as sweet as the malts found in Speyside. Just like other Highland malts, they also tend to have a dry finish.

Speyside Single Malts are distilled in the area around the River Spey (Moray, Badenoch and Strathspey) in northeastern Scotland. Speyside was once considered part of the Highlands. Today about half of the total number of distilleries in Scotland lie within its geographic boundaries. Consequently it is now generally recognized as a separate region. Speyside malts are essentially sweet whiskies, although some can have a little peaty character with just a slight whiff of smoke. Many of the most popular single malts are produced in Speyside.

The huge selection of Speyside malts offer a variety of strengths and can generally be broken down into two categories, the heavy, rich sherry flavored malts and the more complex light floral flavored malts. The list of malts produced in this region of Scotland is pretty overwhelming, but some of the better known names include Glenfiddich, The Macallan, Balvenie, Glenlivet, Glenfarclas, Glen Moray and Aberlour.

The Islands (The Hebrides off of Scotland’s west coast) are not officially a whisky region, but another subdivision of the Highlands Region. The region includes all of the whisky producing Isles of Scotland namely Mull, Skye, Orkney, Arran and Jura. The nearby Isle of Islay is considered a region on its own.



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Due to the location of the Islands distilleries their whiskies tend to have a coastal feel to them. They are slightly peatier in character than most highland malts, but not as peaty as the Islay malts. The peatiness is generally softer and sweeter than there stronger cousins from the nearby island.

Islay whisky is Scotch whisky made on Islay (pronounced eye-luh), the southernmost of the Inner Hebridean Islands located off the west coast of Scotland.

The distilleries along the southeastern coast of the island, Laphroaig, Lagavulin, and Ardbeg, have the strong peaty character which is considered to be so characteristic of the Islay malts. Many describe this as a “medicinal” flavor. They also possess notes of iodine, seaweed and salt.

Caol’Ila on the northern side of the island, across from Jura also produces a strongly peated whisky. The other distilleries on the island tend to make whisky in a variety of styles. Bunnahabhain and Bruichladdich make much lighter whiskies which are generally lightly peated, although Bruichladdich does produce several heavily peated products. Bowmore, produces a whisky which is well balanced, using a medium strong peating level (25ppm) but also uses a fair number of sherry casks in their mix.

Some of the more intensely smoky malts from Islay have phenol levels between 25 and 50 parts per million (ppm). The three smokiest/peatiest malts, in order of phenol concentration, are Ardbeg, Laphroaig (la-froyg) and Lagavulin (lagga-voolin). More subtle malts from other regions have phenol levels as low as 2–3 ppm.

Campbeltown, was once home to over 30 distilleries. Currently it has only three distilleries operating: Glengyle, Glen Scotia and Springbank. Campbeltown was removed as a recognized production region several years ago but was recently re-instated. Campbeltown lies towards the end of the Mull of Kintyre peninsula on the West Coast of Scotland.

The Campbeltown single malts are very distinctive, tending to be full bodied, renowned for their depth of flavor and also for their slightly salty finish. Peat adds a hint of flavor similar to that found in Islay whiskies.

THESE ARE THE GENERATIONS: LEADERSHIP RESPONSES TO AGE DIVERSITY IN PRIVATE AND PUBLIC SECTOR WORKPLACES

By Dr. Yael Hellman

The 21st century private or public workplace displays significant and growing diversity issues. Responding to the interests of workers of different rates, genders, orientations, cultures and religions challenges, and enriches, contemporary organizations. But in addition to these categories of difference is another than is often neglected: generational. Different age cohorts demonstrate varying characteristics and concerns due to the historical moments in which they matured and the educational philosophies informing their training. As with workers of other diverse characteristics, the effective 21st century manager needs to modulate his or her supervision style to accommodate, engage, and unify employees of all ages.

Evidence abounds of intergenerational misunderstanding and its costs. Supervisors and senior workers often regard younger workers as loafers lacking drive and loyalty, while junior employees often characterize older coworkers as slavish “company men” and may balk at directives given them. Indeed, individuals in different age cohorts do speak, think and behave differently at work. To ease tensions, mentor workers, and increase work efficiency, leaders need to understand the root and results of these variations.

Specific historical events and socio-cultural forces shaped the collective personalities of age cohorts now in the workforce, which may be named Veterans/Traditionalists (born between 1925 and 1945), Baby Boomers (born between 1946 and 1964), Generation Xers (born between 1965 and 1981), and Millennials (born between 1982 and 1997). Their experiences helped form broadly recognizable attitudes which often conflict in the workplace. The oldest generation, who came of age in the era defined by World War II, witnessed the value of loyal service and the work ethic of prosperity through individual duty. Workers of that generation brought those ideals to their jobs. As a result, many applied an almost military structure to the work environment, feeling it their responsibility to follow the leader’s instructions without

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questioning his authority. Now senior laborers or supervisors, they find it intolerable that younger employees do not appear to share their dedication.

In contrast, Baby Boomers matured during the period defined by the Cold War, the Vietnam War, the moon landing, and the assassinations of Martin Luther King, Jr., and the Kennedys. They seem to have learned from these events that the great technological achievements of mankind cannot protect it from a lone gunman or the follies of whole nations. As a consequence, while they willingly sacrifice personal life for the accomplishments of title, income, and influence, and cooperate cheerfully as a team, they are far more likely than are Veterans/Traditionalists to protest managerial policies and methods.

Generation Xers grew up with the fall of the Berlin Wall, the Gulf War, AIDS, the Challenger Space Shuttle explosion, and corporate downsizing. More than any generation, they are children of divorce, and tend to marry and start families late. Thus events both public and private have shown them the fragility of institutions and lives. Skeptical of the ability of organizations, authorities, or groups to protect them, they remain confident in their individual capacity to survive. Educated at the height of the computer age and brought into the workforce during the tech and dot.com booms, they are technologically skilled and sophisticated. Such mechanical proficiency blends with the experience of having been often left by themselves as both parents worked or had divorced. So it is not surprising that they idolize solitary entrepreneurs like Steve Jobs, who built a one-man empire by taking risks rather than by following the established route of Ivy League and corporate service. It also follows that Generation X employees enjoy high demand for their skilled labor, and expect to be allowed some creativity at work.

Generation Xers thus combine a “free agent” mindset, a taste for adventure, an embrace of situational rather than received ethics, and the expectation of a personal life outside their jobs. Such characteristics estrange them from the more team-spirited, legacy-oriented Baby Boomers and help explain why theirs is the greatest intergenerational friction facing private and public sectors.

Like Generation Xers, Millennials enter the workforce with a high level of education and demand balance between work and private life. This group matured against the backdrop of the Oklahoma City bombing, the Columbine High School shootings, the Enron scandal, and Hurricane Katrina. Despite such frightening national events, their upbringing was relatively sheltered. Wanted children, their schooling included “All About Me” projects and trophies for participating in a consciously non-competitive, collaborative, calm, egalitarian and accepting milieu. Their education assumed mastery of technological skills from their earliest years. They tend to view their well educated, physically fit parents as role models and feel closer to them than do offspring of other generations. As employees Millennials display confidence, technological savvy, risk tolerance, and respect for supervisors who lead by example. However, they may leave a job if they do not feel valued, engaged, and guided by knowledgeable managers. Clearly, motivating, managing, retaining and unifying a mix of individuals from all age groups requires sensitivity and flexibility. Governmental or business leaders, many of whom share Veteran/Traditionalist values, must learn to view and to use generational differences as strengths rather than as failings.

For example, since Baby Boomers wish to leave their imprint upon the work collectivity, managers in both private and public sectors can engage them by entrusting them to develop leadership in Generation Xers and Millennials. With their drive, team spirit, and desire to confer a legacy, Baby Boomers are excellent sources of valuable mentoring for younger employees. Yet supervisors will need to watch that Generation Xers, who prefer to complete tasks independently and creatively, will not feel “bossed” by overly parental or authoritarian Baby Boomers, but will be treated as individuals who can resolve any problem.

In contrast Millennials prefer direct coaching, clear and universal rules, and regularly scheduled feedback from supervisors they admire and can depend on. More conventional than Generation Xers, they seek a safe work environment, protective fringe benefits supporting long-term life goals, and socially progressive policies. Consensus-builders from their schooldays, they use technology as no generation before has: not just to simplify tasks, but to establish

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a virtual community. They will remain in a work venue that provides career advancement and personal engagement.

Effective leaders realize that employees benefit from one-on-one interaction across generations as well as between other diverse groups, just as effective teachers diversify their instruction to include visual, auditory, kinesthetic and experiential methods. Leaders in both the private and public spheres, who know, value and trust their workers are able to motivate, train, retain and unify them to create a productive and enjoyable workplace.

(Special thanks to Policy Advisor, Emily Williams, City of Los Angeles)

"AN OFFICERS LIFE"

You wonder why he pulled you over and gave you a ticket for speeding"

He just worked an accident where people died because they were going to fast

You wonder why that cop was so mean.

He just got done working a case where a drunk driver killed a kid

You work for 8 hours

He works for up to 18 hours

You drink hot coffee to stay awake.

The cold rain in the middle of the night keeps him awake.

You complain of a "headache", and call in sick.

He goes into work still hurt and sore from the guy he had to fight the night before

You drink your coffee on your way to the mall.

He spills his as he runs code to a traffic crash with kids trapped inside

You make sure you're cell phone is in your pocket before you leave the house.

He makes sure his guns is clean and fully loaded and his vest is tight

You talk trash about your "buddies" that aren't with you.

He watches his buddy get shot at, and wounded in front of him.

You walk down the beach, staring at all the pretty girls.

He walks down the highway looking for body parts from a traffic crash

You complain about how hot it is.

He wears fifty pounds of gear and a bullet proof vest in the middle of July and still runs around chasing crack heads

You go out to lunch, and complain because the restaurant got your order wrong.

He runs out before he gets his food to respond to an armed robbery.

You get out of bed in the morning and take your time getting ready.

He gets called out of bed at 2 am after working 12 hours and has to be into work ASAP for a traffic homicide

You go to the mall and get your hair redone.

He holds the hair of some college girl while shes puking in the back of his patrol car

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You're angry because your class ran 5 minutes over.

His shift ended 4 hours ago and there's no end in sight

You call your girlfriend and set a date for tonight.

He can't make any plans because on his off days he still gets called back into work

You yell and scream at the squad car that just past you because they slowed you down.

He's in the driver seat of the squad car, going to cut somebody out of their car only to find out that they are dead when he gets there.

GIGGLES

Stuck under a bridge

A truck driver was driving along on the freeway. A sign comes up that reads "low bridge ahead." Before he knows it the bridge is right ahead of him and he gets stuck under the bridge. Cars are backed up for miles. Finally, a police car comes up. The cop gets out of his car and walks around to the truck driver, puts his hands on his hips and says, "Got stuck, huh?" The truck driver says, "No, I was delivering this bridge and ran out of gas."

The Potato Garden

An old man lived alone in Idaho. He wanted to spade his potato garden, but it was very hard work. His only son, Bubba, who used to help him, was in prison. The old man wrote a letter to his son and described his predicament.

Dear Bubba, I am feeling pretty bad because it looks like I won't be able to plant my potato garden this year. I'm just getting too old to be digging up a garden plot. If you were here, all my troubles would be over. I know you would dig the plot for me. Love Dad

A few days later he received a letter from his son.

"Dear Dad

For heaven's sake, dad, don't dig up that garden, that's where I Buried the BODIES.

Love Bubba"

At 4A.M. the next morning, F.B.I. agents and local police showed up and dug up the entire area without finding any bodies. They apologized to the old man and left. That same day the old man received another letter from his son.

"Dear Dad

Go ahead and plant the potatoes now. It's the best I could do under the circumstances

Love Bubba"

Caught for speeding

The cop got out of his car and the kid, who was stopped for speeding, rolled down his window. "I've been waiting for you all day," the cop said. The kid replied, "Yes, well I got here as fast as I could, sir." When the cop finally stopped laughing, he sent the kid on his way without a ticket.

NATIONAL SHOMRIM AND SHOMRIMSOCAL ON THE WEB

Visit our website. We're at www.shomrimsocal.org just a click away. Get the latest updates on meetings and announcements, read about your organization, look at photos of recent events, etc. Our webmaster Marc Cohen would like to hear from all of you with your comments. Active links to other Shomrim sites, including the National Conference of Shomrim Societies.

The National Conference of Shomrim Societies has a new website due to the efforts of our national webmaster Scott Bresalier:

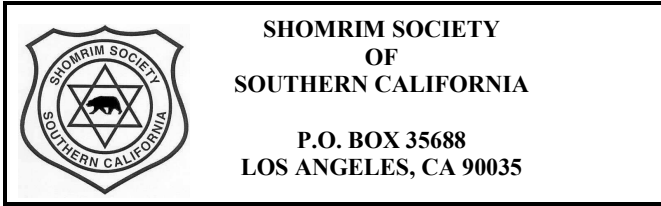
www.nationalshomrim.org. Visit the new website and sign the guestbook and leave your comments.

If you have something you would like added to our website send an e-mail to story@shomrimsocal.org or drop us a letter to our P.O. Box.

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Please place check mark in front of choice:

- \$18 Initial Membership
- \$36 Renewal Membership
- \$36 Associate Membership

How did you hear about the Shomrim Society of Southern California?

What can the Shomrim Society do for you?

SIGNATURE	DATE
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Please return this application and your check to the above address. Thank you.

Renew Now For 2008!

**COPY THIS PAGE AND RECRUIT
A NEW MEMBER!**

MEMBERSHIP

Use the form on the left to recruit new members for our organization or to have old members renew. Please have the application completed with all the information requested, including the e-mail address as much of our communication with members is done by e-mail.

Members of any Southern California law enforcement, public safety or administration of justice agency, law enforcement or public safety reserve officers, retired members of those agencies, or persons eligible to become a member of the National Conference may apply for membership as Regular Members. Thus, in addition to peace officers, fire fighters, men and women of the Jewish faith who are employed or retired from the various fields of law enforcement, public safety, and the administration of justice such as prosecutors, judges, parole and probation officers, correctional officers, and paramedics, to name a few, are also eligible for Regular Membership.

The initial membership fee is \$18.00, which includes membership for the first year. Annual membership dues thereafter are \$36.00. Associate Membership (non-voting) may be granted by the Board of Directors, to persons who are interested in furthering and advancing the purposes of the Shomrim Society of Southern California who do not qualify for Regular membership. Such members may be proposed by any Regular Member; however, such members must be approved by the Board of Directors and are subject to annual review by the Board for continued membership. The annual membership fee for Associate Members is \$36.00.

Additional Information

Further information about the Society may be obtained by writing to the above address, e-mail to shomrimsocal@msn.com.

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THE ELM COLLECTION

The Elm Collection was created by Marvin Markowitz and is one of the finest private collections of sports memorabilia in the world. You will not believe how incredible this place is! Come on time and explore this fantastic array of sports collectables. Sunday, June 22, 2008, 10:00 A.M., at 1150 So. Elm Dr. (just North of Pico Blvd).

SHOMRIMSOCAL “STEAK FRY”

Sunday, August 17th at 5:00 P.M.

עִבּוּרֵי גֹלְדְּמַיִט

(Goldsmith's BBQ)

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Call 310.657.6533 or 310.926.8663 and leave a message!

The ***HASHOMER*** published by the Shomrim Society of Southern California for members of the Law Enforcement, Public Safety and Administration of Justice Community

April-May-June 2008 Issue

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