

# C.L. Productions

## Structured 20 year vision plan

### For C.U.B.B.Y.H.O.L.E.

C.reating U.rban B.uilt B.usiness Y.et H.elping O.thers L.earn E.economics

“school TO shh\*cool”

Full structure and course criteria for  
creating a stable economic foundation and building from there.

Including:

- Independent Contractors Training
- Fiscal Sponsorship & Fundraising packet
- Annual Budget analysis

*www.thespot.org/pages/clproductions*

**Well Hello,**

**We who are in the worlds of Stu\*D\* yO bYz/C.U.B.B.Y.H.O.L.E. are a Comic Strip designed to teach train and motivate society in the areas of,**

- ✚ Positive mental attitude,**
- ✚ Self esteem**
- ✚ Entrepreneurialism (everyone Luvs a work ethic)**
- ✚ And keeping youth off the streets.**

**This book has very SPECIAL DEDICATION to my KuWeyn (QUEEN) and A.I.A.L.E.**



JAKAYLA

QUIAZHIA



SMITH-JOHNSON

## **Mission Statement**

*We start with the mother to teach train motivate and nurture our tribes  
we build with the street hustler to provide protect brute and discipline our nation  
then we have the addict who will fund all of our needs as the whole Providing youth with the opportunity and environment to  
express themselves and learn in a Non-judgmental setting through the medium of music by Creating Urban Built Business Yet Helping  
Others Learn Economics.*

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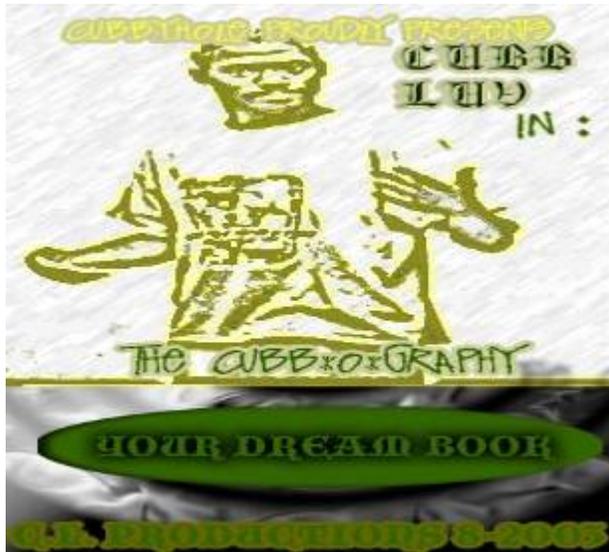
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# **C.U.B.B.Y.H.O.L.E.**

C.reating U.rban B.uilt B.usiness Y.et H.elping O.thers L.earn  
E.conomics

“school TO shh-cool”

## **I.C.T. and F.P.**

Independent Contractors Training and Fundraising packet



**D.I.S. Boi  
and  
D.I.M. Entrepreneuers**

## Getting a Business Started in C.U.B.B.Y.H.O.L.E. NETWORK

### Welcome to the C.L. Productions Business Team!

For more than 150 years, the Bay area has defined itself as the place to do business. History 1849 to the computers of our future, The Bay area stakes a claim as a world leader in business opportunity and innovation.

Communities continues to provide the perfect setting for established businesses and entrepreneurs alike – a dynamic consumer driven economy, stunning locales, and a city government ready to help our businesses thrive.

There is a highly educated and culturally diverse population with needs ranging from the everyday commonplace to the extremely sophisticated. Its metropolitan opportunities, spotlight setting, and signature tourist attractions maintain a steady and consistent number of vacationers as well as business and convention travelers from all over the world, providing a multitude of commercial opportunities for businesses operating in the import-export, manufacturing, entertainment, technology, retail, financial service and hospitality industries. San Francisco is the right place for a new business. This booklet introduces the steps to take to make your ideas a reality. We look forward to working with you and contributing to your success.

Dear Entrepreneur as well as Fiscal Sponsors:

Thank you for your interest in doing business with our organization. We are proud that you have selected our Network as the home for your business, and we look forward to working with you. On behalf of the team at C.L. Productions, we are pleased to present:

### C.U.B.B.Y.H.O.L.E.

*20 year vision plan: Creating a stable economic foundation, and building from there.*



This booklet contains information on local, state, and federal requirements for doing business and details crucial structures on building the school to shh-cool business start up departments and the specific services they offer to small businesses. Finally, you will find a comprehensive list of small business resources and key city phone numbers that will prove invaluable to you as you start or expand your business.

The C.L. Productions Business Commission was established to help small businesses flourish in society, and to make doing business in the Community as easy as possible. Please keep in mind that this information changes frequently. If you have trouble accessing an office or department listed in this guide, please do not hesitate to let us know by contacting us at:

**clprod@yahoo.com.**

We look forward to serving you.

Sincerely,

Mandell Smith D.B.A. Cubby Luv

C.U.B.B.Y.H.O.L.E. NETWORK Small Business Committee.

# Mandell Smith

studyobyz@yahoo.com

## Objective:

To enlighten the at-risk community with skills necessary to insure stability within entrepreneurialism, by providing the necessities such as mentorship, shelter, counseling and other means of support needed to gain stability and financial literacy.

## Summary of skills:

Microsoft word, Microsoft excel, Grant writing, Conflict management, Mentorship, Small Business Management, non-profit development.

## Education:

The Art Institute CASF  
01/07-Present

San Lorenzo High School  
Completion date: 06/98

## Work history:

Silence The Violence 02/07-Present

C.L.Productions 04/00-Present  
700 Kalamath  
Denver CO 80207

C.U.B.B.Y.H.O.L.E. 04/00-Present  
200 e13th ave  
Denver CO 80203

Micro Business Development Inc. 01/04-04/04  
3003 Arapahoe St.  
Denver CO 80204

Youth Opportunity Movement 01/02-08/03  
3532 Franklin Street  
Denver, CO 80205-3961

Mile high Youth Corps 08/01-01/02  
Denver CO 80204

The Spot Youth Center/ Youth Artist and Mentor 04/00-08/01  
2100 Stout St.  
Denver CO 80205

**REFERENCES UPON REQUEST**

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C.reating U.rban B.uilt B.usiness Y.et H.elping O.thers L.earn E.conomics

School TO shh-cool

*Non Profit start-up*

## *Chapter 1* CUBBYHOLE So Davily

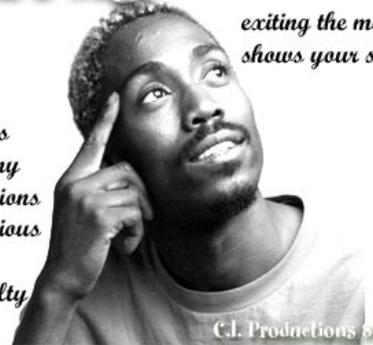


*COME*

*See inside the C.U.B.B.Y.H.O.L.E.*



*Follow the tracks  
laid by many  
generations  
of Genius  
&  
Royalty*



*exiting the mind  
shows your shine*

*C.L. Productions © 2009*

# Colorado Nonprofit Development Center

Phone: 720.855.0501

[www.startnonprofit.org](http://www.startnonprofit.org)

## Proposal for Project Sponsorship

The Proposal for Project Sponsorship needs to be completed before a Project can be considered for sponsorship by the Colorado Nonprofit Development Center (The Center).

### Please read the following notes before starting the proposal.

- The Center's staff is available to provide explanation, guidance, and feedback to potential Projects during the development of a proposal.
- Is the organization incorporated within the State of Colorado? Has the organization applied for or received IRS recognition under section 501(c) (3)? If you have either of these, please contact The Center before completing the proposal.
- The Center has an application packet that provides a more detailed explanation of the questions below. If you would like a packet, please call The Center.
- Please submit only typed proposals. If you do not have access to a computer or a typewriter, you can utilize a computer or typewriter at our location. (It is not necessary to use this form for your proposal cover providing you answer all the questions). The proposal can be downloaded from The Center web site at [www.startnonprofit.org](http://www.startnonprofit.org).
- **Proposals can be submitted to The Center via mail to 4130 Tejon Street, Suite A, Denver, CO 80211, faxed to 720.855.8273 or emailed as an attachment to [kcarter@startnonprofit.org](mailto:kcarter@startnonprofit.org)**

Proposal Project Name:	Creating Urban Built Businesses Yet Helping Others Learn Economics (C.U.B.B.Y.H.O.L.E.)
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### Primary Contact Name/Other Information

Last Name:	Smith	First Name:	Mandell	Middle Initial:	DBA Cubby Luv
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Address:	
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City:	
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Zip Code:		Email:	
-----------	--	--------	--

Phone(day):		Phone (evening):	
-------------	--	------------------	--

Fax Number:	
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**1. Please attach a program plan for your Project. It should include the following:**

- a. Describe in detail the specific activities of your Project (e.g. tutoring, mentoring)
- b. How much service will the Project provide? (e.g., Tutoring thirty kids in a year)
- c. Who will benefit from these activities? (e.g. children ages 10-13)
- d. In what communities will you implement your Project? (e.g., Northwest Denver, Five Points)
- e. If successful, what impact will your Project have on your target population and/or the community at large within two years?
- f. What is your timeline for your first year of activities?
  - Include when you hope to start services.
  - Incorporate when you will phase in other activities (e.g., start tutoring in school #1 in September, then begin tutoring in school #2 in February).

**2. Please attach a budget/fundraising plan outlining the following:**

- a. Provide a plan that identifies prospective sources of revenue to meet the expenses of the Project. The plan should include a mix of funding sources. (In most cases, prospective sources should not all be foundations). What steps, if any, have been taken to contact potential funders or raise funds?
- b. Describe the anticipated expenses in the next 12 months (e.g., \$30,000 is to pay one full-time program director).

**3. Please show evidence of why the Project is needed** (e.g. reading scores for children ages 10-13 have dropped drastically in the last three years). Please include any information that will support your evidence of need.

**4. Briefly describe the work done to date to research, design, and pilot test or deliver the services of the Project.**

**5. What other organizations address similar challenges in your community or with your target population?**

**6. What key community connections do you currently have? Describe the ways you interact with these individuals and/or organizations.**

**7. If others have been involved in the development of potential Project, please describe. If applicable, please list the Project's advisory board members and their affiliations.**

**8. Please share any leadership related experience the Project Director has had.** (The Project Director is the individual who would act as the primary contact with The Center and who provides leadership and oversight to the

Project.)

- 9. Describe what you view as the major barriers to implementing your Project.**
  
- 10. Please outline your specific expectations regarding a relationship with The Center.**
  
- 11. Please answer the following for background purposes:**
  - a. How much, if any, money has the organization raised to date?
  - b. Are there any debts or obligations related to the activities of the organization to date?
  
- 12. Please attach a copy of resume, names of three references for the potential Project Director, signed Equal Opportunity and Nondiscrimination policy, and any brochures or other information that describe the Project.**

**Colorado Nonprofit Development Center  
Equal Employment Opportunity and  
Non-Discrimination Policy**

**THIS POLICY APPLIES TO THE CENTER'S PROJECT RELATED STAFF  
AS WELL AS CLIENTS AND VOLUNTEERS OF ALL PROJECTS**

The Center is dedicated to equal employment opportunities in any term, condition or privilege of employment. This policy applies to all employees, including managers, supervisors, co-workers, and non-employees such as customers, clients, vendors, consultants, etc.

<b>The Center does not discriminate on the basis of:</b>		
<b>*Race</b>	<b>*Color</b>	<b>*National origin</b>
<b>*Ancestry</b>	<b>*Creed</b>	<b>*Religion</b>
<b>*Sex</b>	<b>*Age</b>	<b>*Disability</b>
<b>*Marital Status</b>	<b>*Gender variance</b>	
<b>*Veteran status</b>	<b>*Citizenship</b>	<b>*Sexual orientation</b>
<b>*Any other characteristic protected by state or federal law.</b>		

The Center prohibits retaliation against any employee for filing a complaint under this policy or for assisting in a complaint investigation. If employees believe there has been a violation of The Center's EEO or retaliation standard, they should follow the complaint procedure contained in the sexual harassment policy.

The Center intends to maintain a work environment free of unlawful harassment. Unlawful harassment includes verbal, physical or visual conduct which substantially impairs an employee's ability to perform the job or creating an intimidating, hostile or offensive work environment. Such conduct may include, but is not limited to, derogatory or vulgar comments regarding a person's race, color, national origin, ancestry, creed, religion, sex, age, disability, marital status, gender variance, veteran status, citizenship or sexual orientation, or distribution of any electronic or written graphic material containing such comments.

I have received The Center's Anti-Discrimination Policy and understand that it applies to my project.

**Project Name:** C.U.B.B.Y.H.O.L.E. (Creating Urban Built Businesses Yet Helping Others Learn Economics)

**Project Leader Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

# C.L.Productions

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For C.U.B.B.Y.H.O.L.E.

C.reating U.rban B.uilt B.usiness Y.et H.elping

O.thers L.earn E.conomics

“school TO shh-cool”

Rules and Regulations for all C.U.B.B.Y.H.O.LE. NETWORKS



## Chapter 2

(1)

## ***C.L. Productions/C.U.B.B.Y.H.O.L.E. Rules and Regulations***

C.reating U.rban B.uilt B.usiness Y.et H.elping O.thers L.earn E.economics

C.L. Productions/C.U.B.B.Y.H.O.L.E.

Conduct and Content

Software files, text, sounds or otherwise transmitted, posted, linked or uploaded on or through C.L. Productions/C.U.B.B.Y.H.O.L.E. ("Content") by members should not be abusive, defamatory, obscene, fraudulent, in violation of applicable laws, or otherwise offensive to other Members.

You may transmit, post, link or upload software files, text, sounds or otherwise on or through C.L. Productions/C.U.B.B.Y.H.O.L.E. that is not subject to any patent, trademark, copyright or other proprietary rights ("Rights"), or Content in which any holder of Rights has given you express authorization for distribution on C.L. Productions/C.U.B.B.Y.H.O.L.E. By submitting Content to any part of C.L. Productions/C.U.B.B.Y.H.O.L.E. you automatically grant, or warrant that the owner of such Content has expressly granted, C.L. Productions/C.U.B.B.Y.H.O.L.E. a royalty-free, perpetual, irrevocable, worldwide, non-exclusive right and license to use, reproduce, modify, adapt, publish, translate, create derivative works from, distribute, perform, transmit and display such Content (in whole or part) and/or to incorporate it in other works in any form, media, or technology now known or later developed for the full term of any Rights that may exist in such Content.

You acknowledge that by providing you with the ability to distribute your content, C.L. Productions/C.U.B.B.Y.H.O.L.E. is acting as a passive conduit for such distribution and C.L. Productions/C.U.B.B.Y.H.O.L.E. is not undertaking any obligation or liability relating to any content or activities of its members. C.L. Productions/C.U.B.B.Y.H.O.L.E. cannot prevent members from placing prohibited content on the Service. Furthermore, C.L. Productions/C.U.B.B.Y.H.O.L.E. may elect at its sole discretion to monitor some, all, or no areas of C.L. Productions/C.U.B.B.Y.H.O.L.E. for adherence to these terms of service or other C.L. Productions/C.U.B.B.Y.H.O.L.E. terms of service that may be published from time to time. Upon notification of inappropriate material, C.L. Productions/C.U.B.B.Y.H.O.L.E. reserves the right, but not the responsibility to remove the content. C.L. Productions/C.U.B.B.Y.H.O.L.E. further reserves the right to stop a member from accessing the Service upon receipt of complaints about the member's contributions and participation on the Service.

You and any person who have access to the Service must evaluate, and bear the risk associated with, the accuracy, completeness or usefulness of any Content. C.L. Productions/C.U.B.B.Y.H.O.L.E. does not pre-screen Content as a matter of policy, but C.L. Productions/C.U.B.B.Y.H.O.L.E. reserves the right, but not the responsibility, to remove Content which is deemed in C.L. Productions/C.U.B.B.Y.H.O.L.E. sole discretion harmful, offensive, inaccurate or otherwise in violation of the terms of service or any rules or policies C.L. Productions/C.U.B.B.Y.H.O.L.E. has in place at the time.

You or C.L. Productions/C.U.B.B.Y.H.O.L.E. may terminate the Service at any time for any reason. Once your access to the Service is terminated, you cannot engage in the Service in any manner or for any reason without the express written consent of C.L. Productions/C.U.B.B.Y.H.O.L.E. and you cannot assist in enabling a terminated member access to C.L. Productions/C.U.B.B.Y.H.O.L.E. via your Account.

(2)

C.L. Productions/C.U.B.B.Y.H.O.L.E. encourages and promotes community involvement as an environment that fosters interaction and participation among its members. Members should thus feel free to express themselves. However, members should keep comments and contributions within the community values of the Service and must comply with applicable laws and the terms of service of the City of Oakland. C.L. Productions/C.U.B.B.Y.H.O.L.E. is a private service, provided by the community and its peers to you ("Member, Sponsor or Partner"), subject to the terms of service, and other terms that may be published from time to time within C.L.

Productions/C.U.B.B.Y.H.O.L.E.. This is a program that currently is provided as a free service to any member who agrees to abide by the terms of service. C.L. Productions/C.U.B.B.Y.H.O.L.E. reserves the right to change the nature of this relationship at any time although its nature of changes will be brought before an odd numbered panel or board of directors before the stage of broadcasting. C.L. Productions/C.U.B.B.Y.H.O.L.E. may change, suspend or discontinue the Service or any other aspect of the Service, at any time without prior notice to members. C.L. Productions/C.U.B.B.Y.H.O.L.E. may also impose limits on certain features or services contained in the Service without prior notice.

(3)

MEMBERS WHO VIOLATE THE TERMS OF SERVICE MAY PERMANENTLY BE BANNED FROM USING SERVICE PROVIDED UNDER C.L. Productions/C.U.B.B.Y.H.O.L.E. REPRESENTATION. BY JOINING C.L. Productions/C.U.B.B.Y.H.O.L.E., you agree to the terms and conditions outlined below. If you do not agree to these terms and conditions, please do not rework C.L. Productions/C.U.B.B.Y.H.O.L.E. We reserve the right to change, modify, add or remove portions of these terms at any time, whenever we want. If you continue to participate after we have posted changes to the terms, it means you have accepted those terms.

(4)

C.L. Productions/C.U.B.B.Y.H.O.L.E.  
Limitation of Liability

To the full extent permissible under the applicable law, C.L. Productions/C.U.B.B.Y.H.O.L.E. shall not be liable for any direct, indirect, incidental, special or consequential damages resulting from the use or inability to use C.L. Productions/C.U.B.B.Y.H.O.L.E. In no event shall C.L. Productions/C.U.B.B.Y.H.O.L.E. have any liability for any incidental, consequential, or indirect damages (including, but not limited to, damages relating to loss of business, profits, goodwill, data, programs or information, and the like) arising out of the use of or inability to use the Service or any information, advice, or services provided on or downloaded from the Service or accessed on the Internet from the Service, even advised of the possibility of such damages and regardless of the cause of action under which such damages are sought, including, without limitation, breach of contract, negligence or other tort. Because some states do not allow the exclusion of implied warranties or the limitation of liability for sequential or incidental damages, the above exclusions and limitations may not apply to you. In such states, C.L. Productions/C.U.B.B.Y.H.O.L.E. liability is limited to the greatest extent permitted by law. The Service contains links to third-party World Wide Web sites and other resources. C.L. Productions/C.U.B.B.Y.H.O.L.E. assumes no responsibility for the availability or content of these outside sites and resources. Therefore, any concerns a member may have regarding any other site should be directed to the relevant site administrator or webmaster. The information, advice, facts, opinions or other content appearing on the Service posted by members or third parties are those of the respective authors and do not reflect the views of C.L. Productions/C.U.B.B.Y.H.O.L.E. . C.L. Productions/C.U.B.B.Y.H.O.L.E. assumes no responsibility or liability for these materials.

(5)

C.L. Productions/C.U.B.B.Y.H.O.L.E.  
Disclaimer of Warranties

Everything connected to C.L. Productions/C.U.B.B.Y.H.O.L.E. is provided to you "AS IS" and "AS AVAILABLE." C.L. Productions/C.U.B.B.Y.H.O.L.E. does not make any express or implied warranties, promises nor attempt to force belief regarding plans, religion, sexual preference race, or any discriminating actions regarding the representations or endorsements whatsoever (including, without limitation, warranties of title or non-infringement or the implied warranties of merchantability or fitness for a particular purpose) with respect to the Service, any products, merchandise, information or services provided through or advertised on the Service, or the accuracy or results obtained from the use of any products, merchandise, or information or services provided through or advertised on the Service. C.L. Productions/C.U.B.B.Y.H.O.L.E. does not guarantee or warrant that any files available for downloading through the Service will be free of infection by viruses or other code that may contain contaminating or destructive properties.

(6)

C.L. Productions/C.U.B.B.Y.H.O.L.E.  
Netiquette

You are entirely responsible and liable for all of your activities connected to C.L. Productions/C.U.B.B.Y.H.O.L.E. . . . Listed below are some, but not all, violations that may result in termination of your access to C.L. Productions/C.U.B.B.Y.H.O.L.E. . . . By joining, you agree NOT to do any of the following:

- 1 Post, transmit, promote, or distribute content that is illegal or issued by force.
- 2 Transmit or facilitate distribution of content that is libelous, harmful, threatening, harassing, abusive, racially or ethnically offensive, vulgar, sexually explicit, obscene, defamatory, or objectionable in a reasonable person's view.
- 3 Pretend to be anyone whom you are not. You may not impersonate another member, a C.L. Productions/C.U.B.B.Y.H.O.L.E. member, or anyone else.
- 4 Attempt to get a password, other account information, or other private information from a member, or harvest email addresses or other information.
- 5 Post any unsolicited advertising, promotional materials, or any other forms of solicitation.

Pornography, obscenities, and defamatory postings are not allowed anywhere within C.L. Productions/C.U.B.B.Y.H.O.L.E. . . . Postings of this kind will be removed immediately, and a violation will be issued to the Member responsible for the posting (several violations will result in the termination of your account). Usernames that contain obscene words, derogatory or racist remarks, or references to sexual acts or sexual anatomy are not allowed within the limitations of C.L. Productions/C.U.B.B.Y.H.O.L.E. Usernames of this kind will be deleted immediately upon discovery. In the Forums area, please try to keep your postings relevant to the discussion. Postings that are irrelevant to Forum discussions or that are designed to promote personal pages, voting polls, or third parties may be removed. If you see postings that contain foul language or that are intended to harass other Members. Intentional disruption of the flow of content or discussion by repeatedly posting the same message or image or posting excessively large images is not permitted. Members who cause disruption of this kind will be issued a violation that can result in the termination of their account. Harassment of another C.L. Productions/C.U.B.B.Y.H.O.L.E. member via Notes, Email, Pages, or postings is not permitted. Harassment means: saying bad things about them; sending them unwanted messages; attacking their race, heritage, etc. Unsolicited "spam" messages are also not permitted unless expressly authorized by the recipient. While we encourage you to introduce yourself to other Members, please respect their wishes if they do not want you to send them mail. Please remember that not everyone likes being put on a Friend's list. Please comply with a Member's wishes if they request to be removed from your Friend's list. Not everyone is friendly when it comes to business. As a Member, you have the right to refuse being on someone else's Friend's list. It is not mandatory to submit time and effort into a group or plan that is not comfortable for you. We can, whenever we want, edit or delete any content displayed, uploaded to, distributed, or otherwise published through the Service connected to C.L. Productions/C.U.B.B.Y.H.O.L.E. We reserve the right to remove content at any time, including any content that violates these standards. We are not responsible for any objectionable material you may encounter while using the Service. This is a self-paced entrepreneurial experience.

(7)

C.L. Productions/C.U.B.B.Y.H.O.L.E.  
Privacy Policy

C.L. Productions/C.U.B.B.Y.H.O.L.E. believes that communities can only truly be built through interaction and participation among community members based on trust, privacy and freedom of expression. C.L. Productions/C.U.B.B.Y.H.O.L.E. wants all members to have the freedom to express themselves, however at the same time; C.L. Productions/C.U.B.B.Y.H.O.L.E. wants all members to feel secure. The following C.L. Productions/C.U.B.B.Y.H.O.L.E. Policy demonstrates our intent and commitment to protect member's rights.

- 1 Profile information will be used to create personalized content, service, and administration. C.L. Productions/C.U.B.B.Y.H.O.L.E. may also use your profile to generate aggregate reports and market research.
- 2 All profile data stored by C.L. Productions/C.U.B.B.Y.H.O.L.E. has been entered solely by the respective member.
- 3 Members can modify registration data associated with their account, and can control selected private

information from being disclosed on their member information database.

- 4 Communication transcripts of business plans are not retained except for scheduled chat sessions.
- 5 C.L. Productions/C.U.B.B.Y.H.O.L.E. mail communications are only accessible by the designated recipients.

Personally identifying information, or personal information, includes your name, home or other address (like the school you attend), email address, or any other information that tells another person who you are. When you register as a C.L. Productions/C.U.B.B.Y.H.O.L.E. Member, we ask for some personal information such as your email address or any other important information needed to contact you or involve you in the networked community. Our policy regarding this information is simple: Except as provided in this statement, C.L. Productions/C.U.B.B.Y.H.O.L.E. may use this information to send you offers and information we think you would be interested in from C.L. Productions/C.U.B.B.Y.H.O.L.E. and its partners but not without your explicit permission. C.L. Productions/C.U.B.B.Y.H.O.L.E. will also give you an opportunity to opt out of this service at any time. We make an effort to include a link to this Privacy Policy wherever we ask you for personal information. We also collect other information at registration such as your birthday, city where you live, hobbies, and interests. This information cannot be used to identify you. We place this information in your C.L. Productions/C.U.B.B.Y.H.O.L.E. profile, which is publicly available so that other Members who share your interests can connect with you. Some of our services, such as the city of Oakland, Parks and Rec. and O.U.S.D (Oakland Unified School District) and email are offered in conjunction with partner companies. In order to provide these services, we must disclose certain information to our partners including your C.L. Productions/C.U.B.B.Y.H.O.L.E. business plan and email address. Our content partners may also ask you for some additional personal information. Our partners are all upstanding companies that will treat your personal information responsibly. But, since we don't own these companies, we can't speak for them on privacy issues. Other companies also may sponsor promotions, contests and sweepstakes running within the .C.L. Productions/C.U.B.B.Y.H.O.L.E. economy. These companies may choose to collect personal information from you. If you don't want your information collected by these sponsors, you can decide not to participate in the promotion, contest or sweepstakes solely at your own discretion. You should be aware that our advertisers or Web sites that have links to C.L. Productions/C.U.B.B.Y.H.O.L.E. may collect personally identifiable information about you as a right to public posting of business records. This privacy statement does not address the information practices of those businesses, Web sites or advertisers. One last thing to keep in mind: Whenever disclosing personal information on forums, through email, or in chat areas, that information can be collected and used by others. If you post personal information in public places, others may send you unsolicited email messages. Always be smart about the information you provide online. Finally, we may disclose Member information when we are required to by law, or when have reason to believe that someone is causing injury to or interference with our rights or property, other Members, or anyone else that could be harmed by such activities. Your profile is password-protected so that you and only you have access to this information. In order to maintain this protection; do not give your password to anyone. Also, we recommend that, if you share your computer with other people, you sign out of your Account and close your browser window when you are done. Signing off will protect your information if you share a computer with someone else or are using a computer in a public place like a library. We make every effort to ensure that your information is secure on our system. Unfortunately, no data transmission over the Internet can be guaranteed to be 100% secure. As a result, we cannot guarantee the security of any information you transmit to us, and you do so at your own risk.

(8)

C.L. Productions/C.U.B.B.Y.H.O.L.E. is your urban community online. The C.L. Productions/C.U.B.B.Y.H.O.L.E. Terms of Service is our "social contract" of member interaction. WE AUTHORIZE A FREE WILL TO USE TALENT AND GIFTS TO SUCCEED IN LIFES JOURNEY. Thanks so much, The spirit of Mandell Smith d.b.a. Cubby Luv

# C.L.Productions

Structured 20 year vision plan

For C.U.B.B.Y.H.O.L.E.

C.reating U.rban B.uilt B.usiness Y.et H.elping

O.thers L.earn E.conomics

“school TO shh-cool”

C-STRAP apprentice program



*Chapter 3*

## **C.U.B.B.Y.H.O.L.E.'s School-Shh-Cool To Register Apprenticeship Program**

### **(csstrap) program:**

Has much to offer young people who are looking for rewarding careers *and* employers who are looking for good employees. Participating students must be age 16-25 and enrolled in high school or a GED test preparation program. In the csstrap program, the students are employed part-time, and their structured on-the-job training is combined with classroom work. Employers who participate in the program and meet the eligibility requirements (listed below) qualify for a tax credit of up to \$2,000 annually for every registered apprentice trained.

More than 800 careers qualify for the apprenticeship program. They include automotive technician, aircraft technician, carpenter, electrician, machinist, tool-and-die maker, firefighter, computer programmer, paralegal, medical laboratory technician and many more. The csstrap program is available through more than 70 certified sites throughout Oakland.

### **Benefits To Students**

Students who participate in the School-to-Shh-cool Registered Apprenticeship program can learn skills from masters in their fields. While students learn, they earn a competitive salary. In addition to paying wages, the employer may pay for college tuition as part of the classroom instruction. The duration of a csstrap program is usually three or four years, after which an apprentice achieves journey status. The student will receive a Certificate of Completion to document his or her achievement. The skills a student learns can facilitate a smooth transition from high school to a career. In fact, many apprentices are offered full-time employment with the employer who trained them.

### **Benefits To Employers**

Employers who participate in the program qualify for a \$2,000 Single Business Tax credit. The credit covers 50 percent of the wage-related costs of the apprentice, including salary, fringe benefits, and other payroll expenses. It also covers 100 percent of classroom instruction costs including tuition, fees, and books for college-level courses taken while the apprentice is enrolled in high school.

Through participation in the program, employers can prescreen potential employees.

Student apprentices can become qualified and motivated job applicants. The program helps to reduce training costs and may reduce employee turnover.

### **Tax Credit Eligibility**

- An apprentice must be involved in a program registered by the Bureau of Apprenticeship and Training in the U.S. Department of Labor. (hired by Independent Contractors for trade skill training)
- The apprentice must be enrolled in high school or a GED preparation program and be 16-25 years old.
- The program cannot be less than 4,000 hours in length per year.

Employers must submit a copy of an approved apprenticeship agreement with their Small Business Tax return.

## **How Do Our Children Choose Careers?**

**From aerospace engineer to zoologist, the sky's the limit in choosing a career. According to the U.S. Bureau of Labor Statistics, there are more than 12,000 career options for our children to consider!**

How can we give our children opportunities to learn about many different careers? How can they see the connection between what they learn in school and the world of work? How will they find a career they'll love?

One of the most effective ways to help our children navigate among thousands of different occupations is to create them themselves. These are six broad groupings of careers that share similar characteristics and whose employment requirements call for many common interests, strengths, and competencies. The groupings encompass the entire spectrum of career options, providing opportunities for all students and all ability levels.

The C.U.B.B.Y.H.O.L.E. presents the personal characteristics related to success in each pathway, examples of occupations, relevant courses in school, and level of education required. This information helps students see how school subjects relate to their future employment. It also helps students examine their interests, talents, and goals—and how these can relate to a chosen

career. Schools across Oakland are being encouraged to integrate C.U.B.B.Y.H.O.L.E. into their curricula, and many are doing so! They are finding that blending entrepreneurship into classroom instruction improves student attendance, retention, achievement, career decision-making, and career goal attainment.

This grant recommends specific steps that can be taken by parents as well as educators to help our children get an early start on career planning. There are steps that employers can take, too, to invest in their future workforce. Working together, we can build the framework essential to our children's success in careers of their choice.

#### **What Can Parents Do?**

- Talk with your children about their interests, abilities, and talents.
- Make sure your children go to school every day, on time, with a good attitude, as they will need to do on a job.
- Give your children responsibility for jobs around the house.
- Find out what your children are learning in school.
- Encourage your children to participate in service-oriented activities in the community.
- Talk about how your children's interests can be applied to careers that they might enjoy.
- Explore with your children as many of these careers as possible.
- Look at post secondary education and training options with your children.
- Talk about your own job and career in a positive manner.
- Encourage your children's school district to offer Career Pathways.

#### **What is the Role of Educators?**

- Help students see the connection between the skills and knowledge they are developing in school and future careers by using real-world examples in instruction.
- Implement them in starting bank accounts and choosing talents that are natural to them that can be used as a career decision.
- Help students discover their talents, strengths, and career interests.
- Collaborate with local businesses to provide work-based experiences, such as tours, mentoring, and job shadowing.
- Develop class projects where students research and learn about different careers.
- Help students understand the need for advanced skills and education for future work.
- Involve business people in curriculum design to make courses more relevant to the world of work.
- Have students develop an Education Development Plan, starting at age 8.
- Offer instruction in workplace readiness, such as teamwork and problem solving.

#### **How Can Employers Help?**

- Collaborate with educators to develop an integrated curriculum based on academic standards and real-work experiences.
  - Offer schools and students as many work-based learning opportunities as possible, such as tours, mentoring, job shadowing, and non-paid work experiences.
  - Serve on a school improvement team.
  - When interviewing young people, ask to see their school portfolio, attendance record, and transcript. But more importantly listen to what they have to say more than what we always tell them. We can only know what they want if they tell us.
  - Visit a school as a speaker or mock interviewer.
  - Be a partner with a school by donating equipment and sharing training.
  - Serve on a committee to evaluate curricula.
  - Offer School-to-Shop-Cool Registered Apprenticeships<sup>\*\*\*</sup>.
  - Offer teacher/counselor internships.
  - Recruit other businesses to work closely with schools.
-



### **\*C.L. Productions Counseling Program:**

A program designed to address the needs of all students by helping them acquire and apply knowledge of self and others, develop competencies in career and life planning, and achieve educational success. The program offers sequentially planned activities to meet the needs of children and adolescents as they grow and progress from one grade level to the next.

#### **\*\*Education Development Plan (EDP):**

A personal document in which a student identifies career goals, lists interests and skills in line with meeting those goals, and records the experiences, education, and accomplishments he or she wants to pursue to successfully attain them. The purpose of the EDP is to provide every student with an ongoing and periodically updated record of career planning that will serve as a guide for entering a career of choice.

#### **\*\*\*School-Shh-Cool To-Registered Apprenticeships (csstrap):**

A program that gives employers an opportunity to train school students through a formal registered apprenticeship program. Students in the STRA program participate in paid summer and school year on-the-job training. At graduation, they are guaranteed full-time employment and paid tuition to a community college.

Shh-cool- don't speak about what could of should of or aint happening and be about it by showing how

cool it is to just do it.

### **Ten Ways to Help Create Skilled Workers:**

Employers are the critical element in workforce development. As an employer, you can help "grow" a skilled workforce for your business and for America's much played economy by getting involved in the career development of your future workers.

You know the skills your employees need. By getting involved in educational and training activities with students, educators, parents, and job seekers, you'll encourage development of the workplace skills your business needs. At the same time, you'll be helping students and workers plan for and succeed in their careers. When you get involved, everybody wins!

Here are some ideas:

1. Listen to what the Youth feel they need to change in their education.
  - Sponsor internships. They're a great way for future workers to learn about your business and the skills required for a full-time job. At the same time, you have the opportunity to train and evaluate a possible future worker. Here are two resources:  
Internships, job tryouts, and on-the-job training programs.
  - Create comprehensive rehabilitation training center for adults with disabilities in the nation, for information about internships, job tryouts, and on-the-job training programs. Disability-related tax credits and deductions are available to qualifying businesses.
2. Offer **School-to-Registered Apprenticeships** with your business. Employers who participate in the program and meet the eligibility requirements qualify for a tax credit of up to \$2,000 annually for every registered apprentice trained.
3. Refer students or job seekers to C.L. Productions /**C.U.B.B.Y.H.O.L.E.** ICT. to help them upgrade their reading, math, basic computer, and employability skills for entry-level employment or college. You pay no fees.
4. Interview graduates for possible employment, with no obligation. You pay no fees.
5. Contact your **local workforce or self-sufficiency centers** for information on how you can integrate C.U.B.B.Y.H.O.L.E. small businesses into your training and hiring systems. These centers are licensed to provide job profiling, consulting, and Work assessment services throughout the state of Oakland.

6. Encourage and promote to save on-the-job training dollars. A business write off can reimburse you for part of the costs associated with training a new worker referred to you by C.L. Productions/C.U.B.B.Y.H.O.L.E. or access to other on-the-job training programs that could offer you a reimbursement. If your business qualifies, and many do, the economical hand up you embraced can help you obtain related tax credits and deductions available to businesses.
7. To find qualified candidates for current job openings, contact your local workforce agency. You can also post jobs and view resumes online on the job lists of workforce agencies, shelters and transitional homes.
8. Learn about the issues raised in your community and do something about it. The more you do the less you can complain about.
9. Give back to people who are willing to help make a change starting with themselves or our youth who are willing to make the sacrifice to move forward.
10. Never give up, turn your back or ignore a person's passion to do something they feel is best for them.

### **Working With Schools:**

Oakland Unified School district is designed to provide all students with the academic, technical, and work behavior knowledge and skills necessary for success in a career of their choice and for lifelong learning. Employers are an important part of this system. Here are some suggestions for how you can get involved.

#### **Elementary School**

11. Support and participate in "Bring a Child to Work Day."
12. Serve as a classroom resource person.
13. Open your business to visitations by school classes.
14. Serve on committees or task forces focusing on education and career development for students.
15. Open your business to teacher internships providing workplace background and experiences to aid in making connections between classroom instruction and the work world.
16. Participate in student mentoring programs.

#### **Middle School**

1. Support and participate in "Bring a Child to Work Day."
2. Serve as a classroom resource person.
3. Open your business to visitations by school classes.
4. Serve on committees or task forces focusing on education and career development for students.
5. Represent a career pathway at career days/fairs held for students.
6. Participate in job shadowing and worker interviewing experiences for students.
7. Open your business to teacher internships.

#### **High School**

1. Serve as a classroom resource person.
2. Open your business to visitations by school classes.
3. Serve on school guidance and occupational advisory committees.
4. Represent a career pathway at career days/fairs held for students.
5. Support and participate in work-based learning programs for students, including worker interviews, job shadowing, cooperative education, internships, and apprenticeships.
6. Open your business to teacher internships.
7. Collaborate with schools in providing employer-based instruction programs.

#### **Postsecondary**

1. Support and participate in work-based learning programs, including internships, apprenticeships, and job shadowing.
2. Serve on Technical Advisory Committees.

3. Represent business/industry at career placement days.
4. Collaborate with institutions in providing instructor internships.
5. Share use of your work site with a post secondary institution to provide instruction for career specialization.

Back by popular demand, here's my tips on having money-wise kids. **(small print)**

**Does anyone really read this? :) TIPS TO HAVING MONEY SMART KIDS**

Give an allowance, but not for things that should be done. That means don't tie responsibility, good grades or luv with an allowance. When responsibilities are not fulfilled, take away privileges not allowance. Give an allowance to take care of their needs and wants and give them the responsibility of managing money.

Make allowances as dependable as your own paycheck. It will teach your children the value of honoring one's obligations.

Take them to open a savings account and have them make a deposit every few weeks

Tip: Divide the money into three parts-- one for savings, one for spending and one to take to church or for charity. Once a month, the family goes to the bank to deposits the "savings portion."

If a check register is available, teach them how to balance their own checkbook. Kids also learn watching parents. Show them how you pay bills every month.

Offer kids a "pre-paid card". An Example is: VisaBuxx, [www.visabuxx.com](http://www.visabuxx.com). This gives kids a realistic approach and gives a budgeting lesson. Gives kids tools to learn about financial responsibility and managing their own budget making them credit card smart in the long run.

Teach children the difference between needs and wants. This helps develop the independence and self-confidence that children will need later on to say no to anything unnecessary.

Let kids make their own choices on how to spend money, They learn through trial and error. To cut down on confusion, make them a list of what they're expected to pay for

Don't criticize the purchasing decisions of the child. Instead, offer helpful advice on how the money can be spent more productively.

A note: Check out [www.401kidz.com](http://www.401kidz.com), it offers kids, parents, teacher's new tools and games to learn about managing their money.

Your children are individuals. Some will grasp the lessons, others won't. You'll just have to accept that the motivational techniques that work with one child may not have much effect on another. Be creative until you find what works.

#### **NEW BANKRUPTCY LAW**

President Bush has signed the new bankruptcy law that changes the bankruptcy system in favor of creditors and against the interests of most debtors.

If You Need to File, Do It Now. All but a few of the provisions of the new law will take effect October 17th, 2005. This means you'll need to file your bankruptcy petition before this date in order to benefit from the current, relatively friendly, bankruptcy law.

Among other things, the new law will make it harder to file, more expensive to get legal help, and less beneficial once you do file. More of your debts will be left intact, and you will have less protection from creditors' collection efforts. Dreams/Aspirations: To start my own organization that will help young people w/ self development and self image, to be model, and to be a pop/rock star.

# C.L.Productions

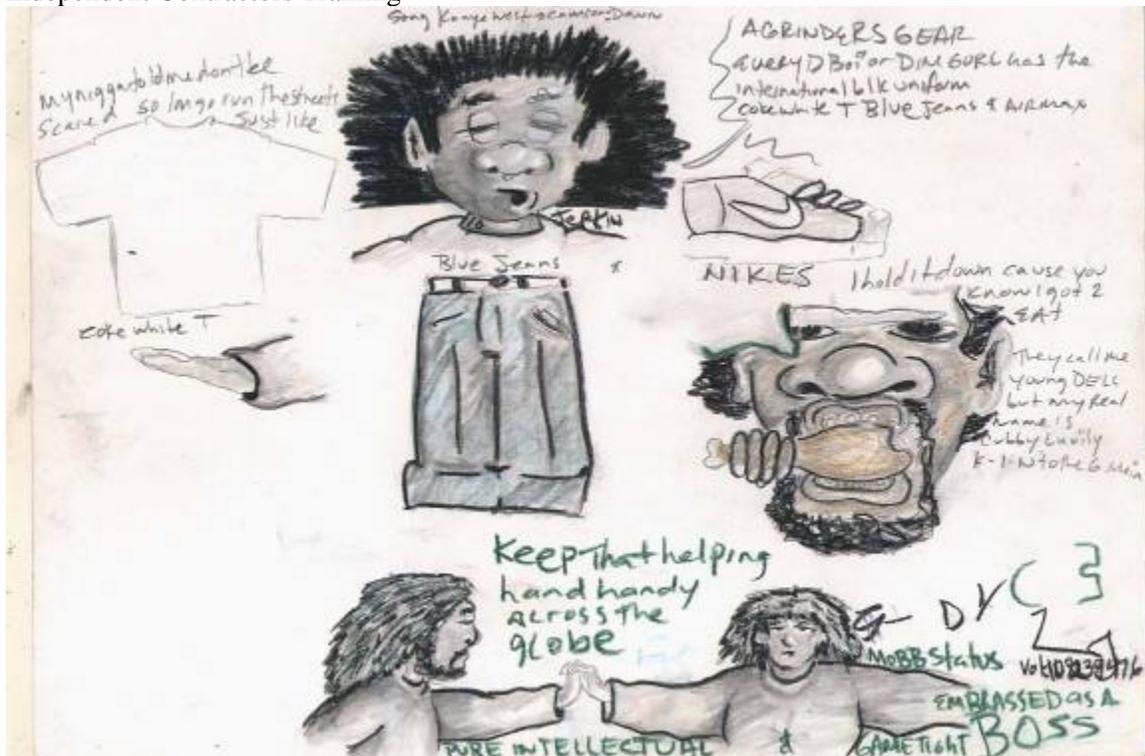
Structured 20 year vision plan  
For C.U.B.B.Y.H.O.L.E.

C.reating U.rban B.uilt B.usiness Y.et H.elping  
O.thers L.earn E.conomics

“school TO shh-cool”

Beginning Youth I.C.T.

Independent Contractors Training



## Chapter 5

**C.L. Productions/C.U.B.B.Y.H.O.L.E.**

Creating Urban Built Business Yet Helping Others Learn Economics

C.L. PRODUCTIONS/C.U.B.B.Y.H.O.L.E. WOULD LIKE TO WELCOME YOU TO YOUR GREAT BUSINESS OPPORTUNITY IN THE CAREER OF ENTREPRENEURIALISM. WE ARE DESIGNED TO INCUBATE PEOPLE WHO WANT TO GO INTO BUSINESS FOR THEMSELVES. BY BEING A PART OF OUR TEAM YOU WILL HAVE THE OPPORTUNITY TO TRAVEL, MEET SUCCESSFUL PEOPLE, AND LEARN HOW TO TRANSFER YOUR DREAMS INTO REALITY, WHILE AT THE SAME TIME EARNING AN INCOME.

WE WORK ON A COMMISSION UNTIL YOU ARE STABLE ENOUGH TO SUPPORT YOUR BUSINESS PLAN.

FOR THE NEXT 6 WEEKS YOU WILL NEED TO PAY FULL ATTENTION TO THE STEPS NEEDED TO BE ON TOP OF YOUR GOALS, AND SELL THEM TO YOUR COMMUNITY. HAVING AN OPEN MIND WILL GET YOU A LONG WAY. YOU WILL HAVE A TRAINER WITH YOU UNTIL YOU ARE READY TO BE ON YOUR OWN.

AFTER YOU COMPLETE YOUR FIRST INVENTORY SHEET AND OUTLINED BUSINESS PLAN YOU WILL GET YOUR OWN PRODUCTS TO SELL ON A 25% COMMISSION TO START INVESTING INTO YOUR BUSINESS.

YOU EARN WHAT YOU LEARN SO TAKE YOUR DUTIES AND TRAINING SERIOUS. AMBITION AND SINCERITY IS THE KEY.

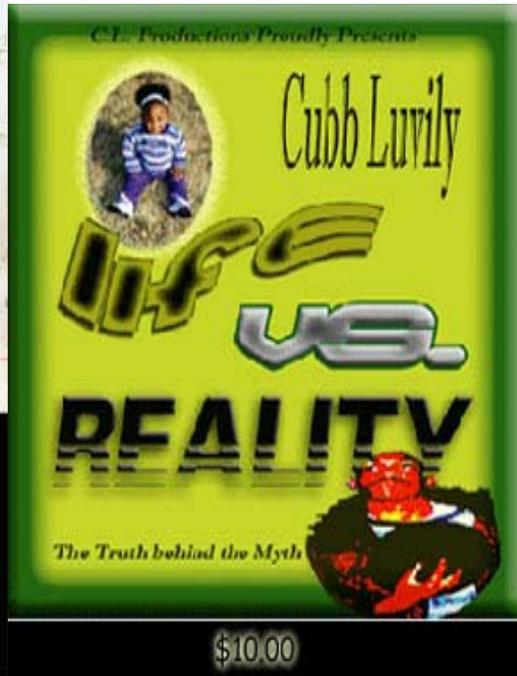
ASK YOURSELF ONE QUESTION. AM I READY TO SUCCEED, IF YOU ARE WELCOME TO THE TEAM OF REAL DREAMS.

**Note to Parents:**

**ALL MEMBERS AND MANAGERS STRONGLY URGE THAT YOU ALLOW YOUR CHILDREN TO SAVE THEIR MONEY AND ASSIST THEM IN STARTING BANK ACCOUNTS. THAT WAY WHEN IT IS TIME TO TAKE TRIPS AND INVEST INTO THEIR BUSINESS PLANS THEY WILL HAVE THE FUNDS TO SUPPORT THEM. IF THEY DO NOT HAVE THE MONEY THAT THEY EARNED, THEN THEY CAN NOT PARTICIPATE IN THE ACTIVITIES AND WE DO NOT WANT ANYONE TO BE LEFT OUT.**

**MANDELL "CUBBY HIM SO LUVILY" SMITH**

**OWNER AND FOUNDER OF C.L. PRODUCTIONS/C.U.B.B.Y.H.O.L.E.**



[www.thespot.org/pages/clproductions](http://www.thespot.org/pages/clproductions)

[clprod@yahoo.com](mailto:clprod@yahoo.com)

Inventory for C.L. Productions/C.U.B.B.Y.H.O.L.E	Product counted for sell	Remaining product after sales	Sold product	Purchase price	Selling price	Profit
Drinking Waters 16.9 oz	96	67	29	\$ 19.96	\$ 1.00	\$ 29.00
Drinking Waters 1 liter	100	7	93	\$ 50.00	\$ 2.00	\$ 186.00
Kellogg's Rice Krispies treats	90	30	60	\$ 6.99	\$ 0.50	\$ 30.00
Doublemint gum	50 packs	21	24	\$ 6.99	\$ 0.25	\$ 6.00
Juicy fruit gum	50 packs	45	5	\$ 5.99	\$ 0.25	\$ 1.25
m&m's	48	18	30	\$ 16.79	\$ 0.50	\$ 15.00
Butterfinger	36	22	14	\$ 11.99	\$ 0.50	\$ 7.00
Twix	48	0	48	\$ 12.59	\$ 0.50	\$ 24.00
Almond snickers	24	0	24	\$ 8.39	\$ 0.50	\$ 12.00
Regular snickers	120	66	54	\$ 14.89	\$ 0.50	\$ 27.00
King sized snickers	48	36	12	\$ 14.29	\$ 1.00	\$ 12.00
Can Coca- cola	24	20	4	\$ 5.98	\$ 0.50	\$ 2.00
Bottle Coca-Cola	24	22	2	\$ 2.99	\$ 1.00	\$ 2.00
Can Dr. Pepper	24	16	8	\$ 5.98	\$ 0.50	\$ 4.00
Bottle Dr. Pepper	24	18	6	\$ 2.99	\$ 1.00	\$ 6.00
Can Mountain dew	24	22	2	\$ 5.98	\$ 0.50	\$ 1.00
Bottle Mountain Dew	24	21	3	\$ 2.99	\$ 1.00	\$ 3.00
Can Pepsi	24	12	12	\$ 5.98	\$ 0.50	\$ 6.00

Bottle Pepsi	24	4	20	\$	2.99	\$ 1.00	\$ 20.00
Can Diet Pepsi	24	23	1	\$	5.98	\$ 0.50	\$ 0.50
Bottle Diet Pepsi	24	22	2	\$	2.99	\$ 1.00	\$ 2.00
Can Sprite	24	0	24	\$	5.98	\$ 0.50	\$ 12.00
Bottle Sprite	24	18	6	\$	2.99	\$ 1.00	\$ 6.00
Ring Pops	100	30	70	\$	6.00	\$ 0.50	\$ 35.00
Variety chips	88	42	46	\$	16.58	\$ 0.50	\$ 23.00
Life vs. Reality 2002 Cubb Luv	50	10	40	\$	10.00	\$ 5.00	\$ 20.00
True Imaginations 2004 C. Luv	100	33	67	\$	20.00	\$ 10.00	\$ 67.00
Hustle homie mix cd	25	19	6	\$	5.00	\$ 5.00	\$ 15.00
Family ties mix cd	25	23	2	\$	5.00	\$ 5.00	\$ 10.00
Poems	500	196	304	\$	5.98	\$ 10.00	\$ 3004.00
Total	1786	863	1018	\$	291.25	Product cost	\$ 887.75

PRODUCTS SOLD BY THE C.U.B.B.Y.H.O.L.E. STREET TEAM

### *How much can you make?*

**NO LICENSE IS REQUIRED** to market your business plan. You can actually start today and enroll as a member immediately.

**A 25% level residual income** for the life of every plan you write. Plus a 25% Manager's Override commission on the sales of your recruits as you complete the levels of achievement in our company.

**When you enroll a broker you actually receive a 25% commission on their membership for the length of their production period with C.L. Productions**, depending on how they start that could be for 5 months, 12 months, or 24 months. After the advance period is over you will have made a pretty profit and remain on a 25% commission for the training of your recruits that are entering the production period with your business.

PLUS we retain over 90% of our members who use the plan over 5 years. ADD that together and you total a residual income that many can retire on within 2-3 years depending on how much effort is put into selling your product.

With our program you can be **fully vested for life** (meaning you can **WILL** this business and **100% of the income** to your next of kin) just as quickly as you make our first level of achievement. Many people make this within their first year.

## **COMMISSIONS ARE PAID WHEN YOU COMPLETE YOUR TRAINING!!!**

**Question:** How are commissions paid?

**Answer:** When over 90% of our members stay with us long-term, that means C.L. Productions helped a person start their business by using our products to help them earn enough profit to venture off into their personal business plan. See chart below for an example of how commissions are paid out, and how much money you can make.

**25%** is your commission when you enroll a C.L. Productions membership that pays daily.

The chart below is an example of how advance commissions are paid

<b>Cost</b>	<b>Description</b>	<b>Commissions</b>	<b>Profit</b>
<b>\$50.00</b>	16.9 oz waters	\$300	\$1200.
<b>\$25</b>	Can soda	\$37.50	\$150.
<b>Your Income Potential Example #1</b>			
»	Commission for members at initial startup cost	See charts	
»	Initial Income on your way to making the first C.U.B.B.Y.H.O.L.E. level or RSD (Regional Sales Director for C.L. Productions)	337.50	\$1350.
<b>Your Income Potential Example #3</b>	Poetry and productions packets	\$5.00, \$10.00 and \$20.00	
<b>Your Income Potential Example #4</b>	C.D.'s	\$5.00 and \$10.00	

So, as you can see, you can be in to profit VERY quickly in this business, just 1 or 2 pieces of business gets you in to profit, and you stand to make a lot more as you continue to grow your business. Plus when you reach that first level of achievement (RSD or Regional Sales Director) you will be paid on commission for every member that you sign up.

## Earn to LEARN to Earn

C.L. Productions has built the nation's most incredible home-based business on the strength of its high value, and high demand at risk entrepreneurial youth program. The business opportunity for Independent Business Owners/ contractors looking for time, lifestyle and financial freedom through residual income has proven itself over the past 5 years.

C.L. Productions is committed to its motto "***CREATING U.RBAN B.UILT B.USINESS Y.ET H.ELPING O.THERS L.EARN E.CONOMICS.***" This has been evident in the growth that has been achieved by the company and so many of our business partners.

There is no doubt that C.L. Productions/ C.U.B.B.Y.H.O.L.E. Offers the best residual income opportunity in America. With our focus on marketing and leadership, we have built this fantastic company.

C.L. Productions is our 6 week training program which will teach you exactly how to **build your financial freedom as an Independent Business Owner.**

**I must tell you that the best thing you get when you get started in C.L. Productions is YOU... We are paid more bonus money based on YOUR SUCCESS. I will be your mentor and coach... I'm here to make sure you make money...**

**You can count on my help...**

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Structured 20 year vision plan

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C.reating U.rban B.uilt B.usiness Y.et. H.elping  
O.thers L.earn E.conomics

“school 2 shh-cool”

Youth programs



*Chapter 6*

### **C.L. Productions/C.U.B.B.Y.H.O.L.E. Youth Programs:**

These youth programs are linked closely to the local labor market needs and community youth programs and services, with strong connections between academic and occupational learning. Youth programs promote leadership development and citizenship through voluntary community service opportunities, adult mentoring and follow-up and targeted opportunities for youth living in high poverty areas.

#### **Description**

Youth programs are operated on a year-round basis by Latch-Key youth located throughout the world. The types of services that are included in the youth program include tutoring, study skills training, alternative secondary school offerings, summer employment opportunities, paid and unpaid work experience, occupational skill training, leadership development opportunities, supportive services, adult mentoring, follow-up services, and comprehensive guidance and counseling.

#### **Eligibility**

An eligible youth is an individual who:

- Is age 14 through 25; and
- Is a low-income individual and is within one or more of the following categories:
- Deficient in basic literacy skills School dropout
- Homeless, runaway, or foster child
- Pregnant or parenting
- Offender
- An individual who requires additional assistance to complete an educational program, or to secure and hold employment.

#### **Purpose**

The purpose of C.L. Productions/C.U.B.B.Y.H.O.L.E. is to provide a comprehensive music training program, targeting youth ages 14-21, in a non-traditional environment. C.L. Productions/C.U.B.B.Y.H.O.L.E. programs will teach youth entrepreneurial skills needed to pursue their interests and prepare them for college.

The emphasis will be on production in studio settings and live performance.

Through the medium of music, youth will also have additional exposure to academic subjects

such as math, English, history, and science. C.L. Productions/C.U.B.B.Y.H.O.L.E. will help youth to develop their communication skills and the social relationships.

#### **Target demographic**

C.L. Productions/C.U.B.B.Y.H.O.L.E. will target youth that do not have the opportunity or the financial ability to buy music instruments/equipment or take music lessons.

C.L. Productions/C.U.B.B.Y.H.O.L.E. programs will be open to all youth that meet the appropriate age requirements.

C.L. Productions/C.U.B.B.Y.H.O.L.E. will in also offer several after-school programs, and summer programs.

### **Organization Description**

C.L. Productions/C.U.B.B.Y.H.O.L.E. will specialize in music, business and multi-media in its many different forms.

### ***Programs***

Music-

Live Production-*see attached*

Studio Production- *see attached*

Performance- *see attached*

Multi-Media-

Web Design

Interactive CD

Art- *24 months into operations these classes will start.*

Painting with Oils, water color.

Air Brushing.

Drawing- Pencils, charcoal.

Computer Graphic art

Basic Web Design

## **Growth expectations of Programs and Organization**

### **a. Music Program Growth**

C.L. Productions/C.U.B.B.Y.H.O.L.E. programs have been developed by young entrepreneurs who are looking for a change of life and attitude so they can pursue careers based upon their natural GOD given talents, a corporation which recently had its music curriculum placed within the community of Oakland. This same curriculum has been successfully taught at youth centers throughout Metro Denver and for the Mayor's Office of Workforce Development. An example of the type of work offered for participating members is [www.thespot.org](http://www.thespot.org).

In the past, C.L. Productions/C.U.B.B.Y.H.O.L.E. has taught youth music and music production in a nontraditional, creative method with much success. Through providing digital music workstations, partnering with local studios for internships, and simultaneously teaching our unique entrepreneurial music curriculum, C.L. Productions/C.U.B.B.Y.H.O.L.E. has assisted youth in completing multiple CD projects, developing internships with recording studios, performing on local and national TV shows, developing their entrepreneurial skills, and preparing for college.

C.L. Productions/C.U.B.B.Y.H.O.L.E. has mentored over 250 youth in the high poverty area. The programs impact on youth has been very positive. Youth are challenged to strive for excellence and self development through a vehicle they have a passion for and understand – Music. Whether they discover a new talent or enhance the skills they already have (e.g., business, writing lyrics, or sound/video technology) the program allows youth to enhance their skills through music. Youth's desire to meet the challenges of the program has been a motivating factor in developing good study habits, effective time management techniques, and practicing strategic planning.

C.L. Productions/C.U.B.B.Y.H.O.L.E. will host one introductory music class per week with a maximum of 10 new students per class. The class will have open enrollment and will meet for 4 hours, two days a week for eight to twelve weeks. Each class will include a half hour break and intermittent lab time for immediate interactive hands on experience.

C.L. Productions/C.U.B.B.Y.H.O.L.E. recognizes that urban youth, on average, have had little to no formal music training. Therefore, utilizing a "reverse" teaching approach, C.L. Productions/C.U.B.B.Y.H.O.L.E. will allow each student to select the music they like and then develop a specific program for that youth.

**Example:** If a student enjoys Rap music, we have them bring in a song, or several songs, of their choice. Then they begin to analyze and transcribe the music utilizing the tools and software that is used in the class. Simply by learning the software they start out on a new journey that helps them obtain numerous skills. What we recognized is that youth who usually have short attention spans end up focused, challenged, and stimulated by sounds and colors. This approach has produced exciting results both on a creative level and an educational level, to the extent that a waiting list had to be developed.

**b. Organization-**

During its initial start-up phase, C.L. Productions/C.U.B.B.Y.H.O.L.E. it can easily be maintained with one instructor. The agency will utilize the services of the non-profit “*incubator*” to handle and maintain administrative functions and operate under 501(c) 3 status.

C.L. Productions/C.U.B.B.Y.H.O.L.E. has the potential to create its own financial stream which will be key to its ability to sustainability. Through the live performance and merchandise and CD sales C.L. Productions/C.U.B.B.Y.H.O.L.E. will be able to earn revenue.

C.L. Productions/C.U.B.B.Y.H.O.L.E. will develop a musical performance that is appealing to youth and is also family friendly. A team of industry professionals will staff this with a background in clinical counseling, volunteers, community service workers, and student internship positions.

Initially the program can be staffed by one person with a maximum of 10 students per class. Classes will meet over a 12 week period, 2 days per week, for 5 hours per night. Each class will develop its own show, allowing for a variety of musical styles and show designs.

C.L. Productions/C.U.B.B.Y.H.O.L.E. will also offer a music curriculum, which has been placed by the Community College of Denver for its “entrepreneur” program. The “Quick-Start” program is a joint partnership with the Mayor’s Office of Workforce Development and CCD, which allows youth who have received their GED or diploma the opportunity to begin college in their own neighborhood and receive college credits. Thus giving them the experience and confidence to continue on with an education and hopefully receive their degree or vocational certifications.

Staff for the CCD program will consist of 1 employee from Echo Vision Media’s ArtTime/C.U.B.B.Y.H.O.L.E., and 3 additional teachers from the Community College of Denver East Campus. Having the C.L. Productions/C.U.B.B.Y.H.O.L.E. Music

Curriculum placed within Oakland's community will provide another source of income in addition to the solution to most of today's youth violence by giving them something to do in return a revenue stream, providing a more stable flow of operational and program dollars.

Once C.L. Productions/C.U.B.B.Y.H.O.L.E. programs have been in place for three cycles of classes, The program should have enough participants to fully pursue performance, as well as class and lab work simultaneously. At this point, the C.L. Productions/C.U.B.B.Y.H.O.L.E. staff will have to increase.

Initially with the growth rate increasing every 8-12 week period by 10 students, its estimated that 1 staff member can maintain in rotation at up to 3 class's where each class Has a maximum of 10 student per class. The duration of time would be over 3 quarters or a 9 month period. At this point C.L. Productions/C.U.B.B.Y.H.O.L.E. would need an additional staff person in order to add two more additional days. Once the second 9 month period has been reached, Jumpstart/C.U.B.B.Y.H.O.L.E. would then need to bring both of the C.L. Productions/C.U.B.B.Y.H.O.L.E. staff on full time and add an additional staff person who would be able to be a floater within the different programs. This position would potentially be an internship.

**Recap:**

0-9 months-1 part time staff person for the first 3 quarters ( 9 months)  
4<sup>th</sup> quarter students are developing their own production.

12-21 months1.5 additional part time staff persons after the 2<sup>nd</sup> class (3 quarters)  
4<sup>th</sup> quarter students are developing their own production.

25-34 months 3 fulltime staff will be able to maintain an ongoing cycle of youth.  
4<sup>th</sup> quarter students are developing their own production.

However, the C.L. Productions/C.U.B.B.Y.H.O.L.E. staff will be a constant, which will parallel with the initial community development plan in the Oakland community by increasing the registration and retention rate of the youth and its minority population.

In the future, C.L. Productions/C.U.B.B.Y.H.O.L.E. also has the potential for touring with its own live productions. C.L. Productions/C.U.B.B.Y.H.O.L.E. realizes the importance of our global community and will continue partnering with other community-based agencies throughout the United States and even abroad.

Our dreams seem rather big, but then again the founder would know first hand because that is exactly what he has been able to experience through the involvement of several

nonprofit organizations, including Up With People, as one of the first international touring groups to travel to Hawaii, 45 states in the US, and China during the 80's. The founder of Echo-vision Media/C.U.B.B.Y.H.O.L.E., Vince Johnson.

### **Competition**

The Bay Area has many other agencies that can be considered its competition. Although they do not focus on the reasons for having such a program more so over how much is in the budget.

C.L. Productions/C.U.B.B.Y.H.O.L.E. specializes in all phases of music. This is what will set apart from the other local agencies and programs.

C.L. Productions/C.U.B.B.Y.H.O.L.E. will take youth through the many different aspects of music. From creating music with unique sounds to transforming that same music into a full show production with merchandise vendors.

The expertise of C.L. Productions/C.U.B.B.Y.H.O.L.E. will prove to be extremely valuable in the daily operations of program management.

Contractors please answer the following question in the order listed. Number and title the sections of your narrative to correspond with the number and key words of the question. **PLEASE NOTE**, Narrative is limited to a total of four pages. Narrative is plain text and formatting is limited.

As an organization located inside the Scientific and Cultural Facilities District seeking support for specific training or professional growth opportunities which assist other artists, educators or organizations future long-term development, please describe:

Your **plan** -- the technical assistance, training or workshop activity for which you seek to fund.

The C.L. Productions/C.U.B.B.Y.H.O.L.E. music-training program is committed to helping youth enhance and develop their skills through the vehicle of music.

Utilizing today's technology to teach music production, multi-media, Web Design, live show production, computer hardware/software optimization techniques, relationship building, and learning how to manage time and business projects, and basic marketing.

We provide youth with the technical assistance they need in order to complete music projects be it technical assistance or utilizing our network of agencies to provide educational, employment, or basic health services for our youth. We have in the past taught Live Production, Studio Production, Performance, Multi-Media-Web Design, and Interactive CD. At the end of each class/workshop we intend on giving a live show that will have been written, produced, and performed by the youth themselves. Our

functioning time of hours will be primarily in the evening after-school, with an exception to the event that will be performed.

### **Target**

The purpose of C.L. Productions/C.U.B.B.Y.H.O.L.E. is to provide a comprehensive music training program, targeting youth ages 14-21, in a non-traditional environment. C.L. Productions/C.U.B.B.Y.H.O.L.E. programs will teach youth entrepreneurial skills needed to pursue their interests and prepare them for college.

The emphasis will be on production in studio settings and live performance.

Through the medium of music, youth will also have additional exposure to academic subjects

such as math, English, history, and science. C.L. Productions/C.U.B.B.Y.H.O.L.E. will help youth to develop their communication skills and the social relationships.

All youth who attend the workshop will have a computer workstation in order to complete a quality sounding and looking product. The workshop/class will be a combination of lab work, group instruction, individual instruction, in house/in field internships, and at the minimum participation in a live performance either behind the scene or on stage performing.

Youth will also get the opportunity to participate in master classes with industry professionals who are currently working in the music and entertainment industry.

### **Artistic Integrity**

Coming from a professional music back ground and having some success in the industry. we have been able to utilize my experience in the music business as a blue print in order to teach youth how to utilize technology and creativity in order to build a success product. The program that we teach is focus on youth in general although there are mentorship-training courses for adults who would like to engage in our involvement and training of the future generations. Through the vehicle of music production we teach self reliance, technical skills, and strategic planning. Stressing the importance not only of excellence in music but balance in there lives. The curriculum and programs that we have design are and have been very successful. We had been chosen to design and implement a music program at the only ongoing successful music youth center "The Spot/Urban Peak". We designed the studios, implemented an attendance and progress tracking program that has proven to be very successful. Mandell Smith/ Cubby Luv was a major part in the instrumental and in the development of an internship program with one of our

nations largest radio station owner's "Clear Channel". The success has been evident to this day. As of recent The Spot has received new funding opportunities due to the success of its music program. Previously contracted out with MOWD for Youth Opportunities as a YO! Coach and youth organizer and utilizing skills to contract through C.U.B.B.Y.H.O.L.E. training system. We are currently developing a new music curriculum for the youth. Through music we can focus on mathematical equations, formulas, lyrical content and structure, leadership skills and teamwork.

Music helps to build self esteem in youth for example: a youth will remember a song played on the radio a lot quicker than they will remember a chapter out of a school text book. So why not bring the two together and see how much progress will get accomplished. That is if you aren't scared to see success.

It is possible to create a musical production that teaches and reaches out to youth in a way that they relate your message and can cause the catalyst of change. We have been very successful at this by proof of the programs that I have set up and that are still currently operating and the new programs in the near future.

As an individual working with other non-profit organizations in the Bay Area as well as Denver CO. I have notice a considerable growth in our youth's abilities to think strategically, their computer skills have been enhanced, and have become more enthused about furthering their education. Through the vehicle of production they are also understanding the importance of communication skills, and developing relationships with their peers in order to complete a project. Through this I have been able to literally have two different gang members in the same room and have a revealing discussion about something as prevalent as the degradation of woman through Hip Hop music and how it relates to their own music and lives. Through experience and discussion these same individuals have seen each other at different times and though they live in different neighborhoods and social structures have developed a positive relationship that would definitely have been strained and potentially violent had it not been for the music program that they both went through. Not only are they now communicating but so are they perspective peers.



### **C.U.B.B.Y.H.O.L.E. Adult Mentorship Program:**

The Adult Programs provide workforce and investment activities that increase the employment, retention, and earnings of participants, and increase occupational skill attainment by participants, which will improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the economy.

#### **Description**

Agencies operate adult programs on a year-round basis. The funds allocated to and for adult programs must be used to provide core, intensive, and training services to adults. Core services include, but are not limited to, outreach, intake, orientation to other services, initial assessment, job search, and placement

assistance. Intensive services include comprehensive and specialized assessment, group counseling, and short-term pre-vocational services. Training services include on-the- job training, skill-upgrading, and occupational skills training.

#### **Eligibility**

An individual must be 26 years of age or older to receive core services in the adult program. Intensive services under the adult program are available to adults who are unemployed or employed, have received at least one core service, and are unable to obtain employment or retain employment that leads to self-sufficiency. Training services may be made available to employed and unemployed adults who have met the eligibility criteria under intensive services, have received at least one intensive service, and have been determined to be unable to obtain or retain employment through such services.

# C.L.Productions

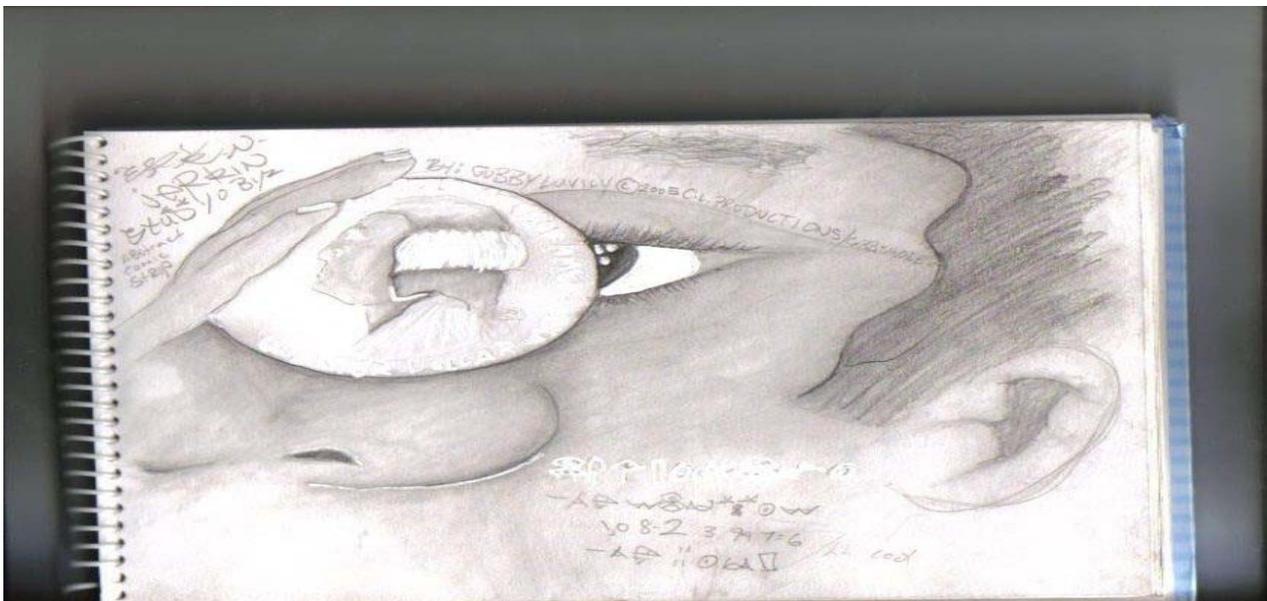
Structured 20 year vision plan

For the C.U.B.B.Y.H.O.L.E.

C.reating U.rban B.uilt B.usiness Y.et H.elping  
O.thers L.earn E.conomics

“school TO shh-cool” ICT

Independent Contract Trainer



*Chapter 7*

# **C.U.B.B.Y.H.O.L.E. (I.C.T.P)**

SUBJECT: TEMPORARY HIRING/INDEPENDENT CONTRACTING POLICY

EFFECTIVE DATE: JUNE 30, 2004

**I.** No appointing authority, within the meaning of C.L.

Productions/C.U.B.B.Y.H.O.L.E. Code, shall employ or contract with any person for personal services to be paid out of funds of the company of C.L. Productions except in accordance with the provisions of C.U.B.B.Y.H.O.L.E. Code, or in the following categories.

**A. Independent Contractor.**

Independent contractor, with the approval of the Board of Supervisors and/or the Administrator, dependent on the amount of the proposed agreement, shall be as described in Part 1, Division 4, Title III of the California branch C.U.B.B.Y.H.O.L.E. Code.

1. For purposes of this regulation, an independent contractor is a corporation, partnership or individual hired outside the employer-employee relationship to independently accomplish a specific program, project or result. The standard for determining such status is that the individual or corporation, other than the County/ government work, primarily controls the manner and means by which the work is to be performed.

Other factors which may determine the status include, but are not limited to:

- a. The individual or group is incorporated;
- b. Holds a business license to offer services;
- c. Possesses a state and federal tax ID number for his/her business;
- d. Has registered a fictitious business name;
- e. Invoices for services rendered on a project-by-project basis rather than by time;
- f. Is not provided with a regular workplace;
- g. Uses own tools, equipment and employees;

h. Offers their services to the general public and works for other jurisdictions or employers as well as the County;

I. Holds a professional license.

2. Independent contractors shall be compensated by means of a purchase order or written contract approved by the Office of the County Counsel and the County Administrator or the Board of Supervisors (depending on the dollar amount of the contract) and not through the County payroll system.

**B. Temporary Appointment.**

Temporary appointments may be made with the consent of the administrator and review of the Director of Human Resources to ensure compliance with administrative regulations and personnel policies. Temporary appointments of employees other than through Chapter 2 of the C.U.B.B.Y.H.O.L.E. may be made without a competitive examination for a temporary period of time. The services of such persons may be terminated at any time by the Company, with or without cause, including but not limited to the expedient of not calling them back when the services have been performed or are otherwise no longer needed. A temporary employee does not receive company provided benefits, except as required by agreement. Once an individual has worked in a temporary capacity 2080 hours, or 1950 hours in the event of a 75 hour/pay period employee, he or she shall not be rehired by the Company of C.L.Productions in any temporary capacity for a minimum of 90 calendar days. If a temporary employee works less than 975 hours per fiscal year, is in a pool of temporary employees to cover in a 24-hour facility, or is a retiree, said temporary employee may not be subject to the 90-day requirement. Such temporary appointment may consist of one of the following types:

1. Extra-hire into an existing Company job classification.

An extra-hire appointment is an appointment into a classification and pay schedule established by the managers and approved through the budgeting process. The employment shall be for a period not to exceed 1020 hours per fiscal year. An individual hired to perform a job for which an existing job classification exists shall be paid consistent with the salary for that job classification. Extra-hire employees may be paid against budgeted positions or

against extra-hire funds. Other relevant policies are contained in Administrative Regulation.

## 2. Special Appointment.

With the written consent of the Company Administrator and the Director of Human Resources, a temporary employee may be utilized at a mutually agreed upon salary level, if such person is not in a budgeted position; the work to be performed does not fit an existing merit system classification; the individual is not an independent contractor; the individual possesses a unique combination of expertise, background and skills; and/or the situation is an emergency which does not allow another alternative. Such persons may be employed after permission is obtained from the appropriate Company officers only by utilization of an employment agreement, approved by the Office of the Company Counsel, and shall not exceed one year. The job classification of C.L. Productions shall be utilized and state and federal taxes are withheld. Special appointment employees are not entitled to benefits except as required by law.

**II.** The previous practice of contract employee is hereby eliminated.

**III.** Appointing authorities shall terminate any contracting or temporary employment relations not in accordance with this regulation no later than June 30, 2005. The Auditor-Controller is requested not to authorize payment on any new independent contracts or temporary employees not in accordance with this regulation after the effective date of this regulation.

**IV.** Exceptions to this regulation may be granted by the owner of said business connected to C.U.B.B.Y.H.O.L.E. upon request of the appointing authority, provided, however, that, if appropriate, such request must show notice to the appropriate recognized bargaining unit.

# Selecting Professional Advisors/Service Providers for C.L. Productions/C.U.B.B.Y.H.O.L.E.

As a small business owner, you will wear many hats in running your company. It isn't necessary (nor advisable) to try to wear EVERY hat you will need. By leveraging the expertise of other people, you can focus your efforts on WHAT YOU DO BEST.

As in every field, there are good suppliers and not-so-good ones as well. In searching for your partners, ask other business owners, particularly those in the software consulting or development industry, for recommendations. Providers that work well for a film production company may not be the best alternative for you. You may find that big corporations, while they have good name recognition and prestige, may not be worth the big-ticket expense. Focus on competent, small business owners. Or be J.UST O.VER B.ROKE with a dead end job!!!!

The kind of professional advisors you may find helpful include an accountant and/or bookkeeper, a payroll service, an attorney, and insurance broker, marketing consultant, and a banker. Interview at least two referrals from each category if possible. While you should definitely ask about their prices, refrain from having price be your only criteria. Included under each professional is a list of potential questions you should ask those you are considering working with. Use the list here or develop a set of your own that will help you determine if he or she is a good match for you, your business and your particular skill set (or lack thereof) in that area.

Finally, make sure you will feel comfortable working with that person on a regular basis. Even if they are brilliant, if you are at all uncomfortable with them, you may be reluctant to ask for what you need from them. Remember, they are working for you; you are their client. As they advise you, ask what the risks are of taking or not taking their advice. Then decide and of course do stay within the law. While they there to provide their expertise and advise you on matters, you are the final decision maker.

- [Business plan](#)
- [Marketing Consultant](#)
- [Contractors](#)
- [Clients](#)
- [Banker](#)
- [Accountant/Bookkeeper](#)

### *What Is A Business Plan?*

A business plan is a document that contains a profile of your company, and a vision of its future. You present it to potential lenders, investors and partners, as well as maintain it current for the regular guidance of your business.

### *Why Do A Business Plan?*

To be successful and profitable, a business must know and understand as many details as possible about its industry and its place in the marketplace. A business's missions, objectives, cash resources and personnel resources are only a few of the vital components that will determine the success of a business. You need to know where you are, where you are going and how you're going to get there and stay there. Banks are wise enough to make a complete business plan an essential requirement for any business applying for financing, which is why it is good to keep an open account available for depositing cash checks or electronic wiring.

### *When are you ready to branch off of C.L. Productions into the C.U.B.B.Y.H.O.L.E.*

- Lender ready completely prepared professional business plan that will help accomplish your goal for being bank ready.
- Live assistance from experienced business professionals through the entire process.
- 25 pages including 20 custom C.U.B.B.H.O.L.E. and personal generated text pages tailored to your business as well as spreadsheets and websites with 3D graphics.
- Individual custom generation of positive, powerful special text highlighting your company's particulars and information.
- All 61 key necessary sections including extensive Executive Summary, Marketing Analysis and Financial Plan.

- ⇒ Your official membership will be delivered to you however you prefer: as a word file, hard copy, or CD or combination. **Note: We don't charge for revisions! Unless apart of the specific contract requirements.**



Real, knowledgeable, customer service to help you with any question. Let us help you accomplish this now.

## Selling Yourself

Now you have all the information you need and have determined that you're interested in working on the project and for their company and have the skills they need. How do you get them to say "Yes"?

- Believe in yourself. Always show the full benefit of your knowledge and experience. You do have skills they lack.
- Reflect back to the client what you heard as the key requirements for the project. Discuss your proposed business (not technical) solution. Tell them what you see as the outcomes of this project that will have it be a success.
- Reassure them that you are qualified and say how you can meet the key requirements. Let them know you understand and can solve their business problem. Your job at this stage is to build trust. Your potential clients must trust you before they will do business with you. If they do not trust you, they will not trust your recommendations.
- Tell them how you would get the process started. You want to reassure them that you have the technical skills to get the job done without overwhelming them with technical jargon.
- The last part of the "sale" is the platform or product (i.e. 4D). Some clients may not even care what database you use.

A few tips from a seasoned 4D developer:

Clients will ask "Why you and not another developer"? or "SHOW ME THE MONEY" DO NOT GIVE THEM MORE THAN THEY BELIEVE C.L. Productions/C.U.B.B.Y.H.O.L.E. is not a babysitting corporation unless specified by the independent contractor.

Your answer...

- Are you going to do wonderful, personalized work?
- Will you be around to service the product that is created for the corporation?
- State any other reasons you can come up with. (e.g. industry experience, prior projects you've completed that are similar).
- Ask for a resume.

They may ask "What happens if you are hit by a bus?"

- Explain the benefits of [C.U.B.B.Y.H.O.L.E.](#) if they are not familiar with it.
- **Before you get asked this by a client, consider establishing an alliance with other developers especially if you are the only developer in your company. This will provide you with some back-up and/or additional programming resources if you are incapacitated or too busy with another project.**

**It would be wise to develop alliances with other programmers or have programmer employees. If you have done this, let your client know you have a team of people who are available if needed to service their needs. Assure them, however, that they can rely on you to ensure that anyone who works on their C.U.B.B.Y.H.O.L.E. project will meet the same high standards that you hold.**



## Marketing Yourself

**Marketing is distinct from sales. Marketing is all about creating awareness about you and your business and creating demand for your product and services. It is a more long-term strategy; selling is more immediate and tactical. Selling occurs when you are connected (in some format) to a potential customer and they are considering purchasing from you.**

**The perfect brochure, the coolest looking business cards or the eloquently worded biography are great marketing tools; websites, cd's, etc. they will, however, not get the business on their own. They are only tools. YOU will get the business. And you can.**

**Here's how to get started marketing your services.**

**EASY EASY EASY!!!!**



## Define target market

- Find niche markets and work them.
- If you have experience in a particular industry, focus on it. If its government contracts, work that area; go to those conferences, mixers, and seminars. Present a seminar that markets your services to a particular group of people or companies.

It may seem antithetical, but the more narrowly you define your market, the stronger a reputation you can build as a solution provider. Find a need and fill it.

Many 4D developers have built successful businesses focusing on small- to mid-size companies. Large companies tend to have their own development staff in house. Doctors' offices and universities have large amounts of information that needs to be organized and readily available to staff. Think of other organizations with similar needs and target them.

### Advertise

- Trade journals. Advertise in trade journals or in conference brochures targeting the market you have defined.
- Yellow pages display ad.

A current 4D developer had success with this and got a couple small clients that way. The ad ran under Computer Programmer. Ads can be costly, but will work for you even when you are on vacation.

### Network

- No matter how uncomfortable. Remember - everyone, even those who appear very confident, has a basic fear of other people. Knowing this will make it easier for you to approach and strike up conversations with strangers.

- Do informational interviews with successful developers. Find out what they did that worked and didn't work.
- Develop an "elevator pitch". This is a statement that captures in 30 seconds or 1 minute what it is that you do. Develop a longer one (5 minutes) for when you have more time to talk about yourself.
- Attend Chamber of Commerce mixers. Call your local office for more info. You can attend mixers in different cities if you are a member of one Chamber of Commerce.
- Attend monthly user group meetings. Get a handle on what some of the new problems or successes are and how can participate in solving them.
- Attend conferences your clients or potential clients attend. Get out there. Be visible. Set up a booth. Mingle with the attendees and business. No matter how uncomfortable.
- Network with individuals who may have leads to potential clients. Don't underestimate anyone. Think of everyone as a potential client or lead to client. Tell them about your services.

(SMALL PRINT)

Ask about the timing of the project. When do they want to start? When does the project have to be complete? Are there any outside deadlines or events that impact the timing of the start or completion of the project? Ask if there is a specific amount budgeted for the project. They may not tell you, but if they do, it will help you tailor your proposal

## **C.U.B.B.Y.H.O.L.E. NETWORK**

**The Boss**

### **Some of the Legal Dangers Business Owners Need To Prevent:**

***For C.U.B.B.Y.H.O.L.E. Independent Contractors.***

**Incorporations:** You could lose all your assets with the wrong setup.

**LLCs:** Someone else could steal your entire business, protect yourself.

**Shareholders Agreements:** Your stock may be taken out from your control.

**Mergers:** What you want and what happens could be a nightmare. Be sure to keep records and remember that you are INDEPENDENT CONTRACTORS; your income is based upon your work ethic and business focus.

**Acquisitions:** Hidden-financing terms in an acquisition may eat away your investment. Be sure you put in the full effort to insure your futures stability; no one can do your work for you.

**Franchises:** Not having a proper Uniform Franchise Offering Circular may spell disaster. Plan to win.

**Commercial Leases:** Your landlord could say he's replacing you at lease end. That does not mean give up

**Don't let the bad ramifications of incorrect legal choices destroy all your dreams, savings and sweat equity!**

1. **No Stress!** Our professional staff will assist you in completing your 20 to 25 page professional business plan All you need to do is answer our easy questionnaire and fill-in-the-blanks. DO NOT GET FRIGHTENED THIS PROCESS IS A SELF PACED PROCESS THE LONGER NOTE: THE LONGER YOU TAKE TO COMPLETE IT THE LONGER IT TAKES TO MAKE LOTS OF MONEY!!! We generate everything and totally proof-read your lender-ready plan and quickly send it back to you. We also include it as a word file.
2. **Direct you to areas that are in support of C.L. Productions/C.U.B.B.Y.H.O.L.E.** ready to evaluate you and your business and eager to make loans, grants or donations for our businesses. Our business plans are excellent for lenders.
3. **Guide You About SBA (Small Business Administration) Requirements** by directing you to key reference sites and pages to help you with your application.

**You Can Always Contact Us:**

clprod@yahoo.com, [duliod@yaho.com](mailto:duliod@yaho.com), [cubbilyluvily@yahoo.com](mailto:cubbilyluvily@yahoo.com)

Or check out our free promotions sites at [www.thespot.org/pages/clproductions](http://www.thespot.org/pages/clproductions),  
[luvily@blackplanet.com](http://luvily@blackplanet.com)

**We Promote Ethical Business Practices in the streets and on the Internet**

# C.L.Productions

Structured 20 year vision plan

For the C.U.B.B.Y.H.O.L.E.

C.reating U.rban B.uilt B.usiness Y.et H.elping

O.thers L.earn E.conomics

“school 2 shh-cool”

Grab your share



*Chapter 8*

An example of how you should be visioning the results of your businesses success:

## **C.L. Productions/C.U.B.B.Y.H.O.L.E.**

**Staffing and Recruiting - Risk-Free And Part Time! All You Need Is A will to succeed at building your own business!" I'll even partner with you and stake my own money on your success!**

**Guaranteed: you WILL collect \$1,000 - \$5,000 every month, starting this month, with a part time business your friends will envy; otherwise, my trade secrets and \$36,500 worth of consulting are yours FREE.**

**From: Mandell Smith/ Cubby Luv**

**Date: March 9, 2005**

Dear Friend:

If you're like me, you're skeptical of big income claims - like the one I just made. I don't blame you. After all, it usually means you're about to be conned into some theoretical business venture that "could" work...if you're extremely lucky!

Well now you can say goodbye to those schemes, plug into a thriving entrepreneur program, and collect six figures with no risk, no overhead, or employees. I'll even partner with you, stake my own money on your success, and split the profits with you 50/50 when you are at the Independent Contractors Level of experience!

And because I respect myself, my dignity and my business, I won't ask for one red cent until you know exactly what this business involves... just give me a couple of minutes to prove everything I've promised so far. Fair enough?

Being a home-based recruiter is simple: you find and introduce qualified job candidates to companies... and collect enormous finder's fees when your candidates are hired. For just one placement, a typical finder's fee is **25%** from each person that you recruit.

Why so much? By outsourcing this function, companies can fill positions more quickly, eliminate salaried HR employees, and slash their advertising costs (even more necessary in today's economy). The reason that you get 25% is because you will train the person by hiring them to recruit and raise money for your business.

Now let's look at this **risk-free** business. Your clients may call you a "headhunter", "search firm", or "job placement agency". But they all mean the same thing: you're a recruiter. And here's the exciting part:

**With just a computer and a cd burner, entrepreneur recruiters (like me) scooped up over \$117,000. last year, using vending machines and selling poems, c.d.'s, candy, juices, sodas, etc.**

And now, because I've developed a **C.U.B.B.Y.H.O.L.E. system** for working "smart" - not "hard" - you too can collect six figures just by making your dreams become a reality, working just 15 - 20 hours per week.

Since this is a "business to business" profession, you'll be in daily contact with other professionals. And since most of the simple tasks can be done in your spare time, you're free to keep your day job while you get started.

Using my bulletproof recruiting system, average people with no past recruiting experience are working "**smart**" - not "**hard**" - and they're making over \$10,000 every month. Here are success stories from a couple of them:

"I used to work as a manager of a restaurant... My wife, who worked as babysitter, decided to take Cubby up on his offer that he could teach her how to work from home as a professional recruiter... Within 6 months I quit my job and I am teaching people how to create their own business, while at the same time advertising for my business. We are earning an income over \$145,000."

Echo Vision Media

*Vincent and Diedra Johnson  
Denver, CO*

"After having been laid off recently... (and), with no background in recruiting, Cubby taught me how to start my own recruiting business from home... He made it simple, easy, and fun. Within one month I made 2 placements, which earned me checks totaling over \$1,600. This is by far the best training program and business I have ever been involved with.

*Eddie Jones  
Denver, CO*

Even if you have no past recruiting experience, I guarantee that you'll collect a six-figure income working just **15-20 hours** per week - and I'll even stake my own money on it. How can I be so confident?

With my **step-by-step bulletproof system**, you'll own the same street smarts and business magnetism it's taken me eight years to acquire. Within days, you'll be as effective as I am, matching up job candidates and companies with ease.

Not only is this a **prestigious business** that your friends will envy. I'll show you how to laugh at cold calls, attract business like a magnet, and skip all of the usual hurdles.

**On that note, join my FREE newsletter to learn lots of tips and tricks to being a highly successful C.U.B.B.Y.H.O.L.E. NETWORK business partner. Contribute to the training brochures for the existing C.U.B.B.Y.H.O.L.E. members. Subscribe to the Recruiter Newsletter with dozens of recruiting tips and tricks – at [clprod@yahoo.com](mailto:clprod@yahoo.com)**

**FREE ONLINE WEBSITE ACCESS**

**[www.thespot.org/pages/clproductions](http://www.thespot.org/pages/clproductions), [www.microbusiness.org](http://www.microbusiness.org)**

Be sure to include the following information:

<b>Your Name:</b>	<input type="text"/>
<b>City:</b>	<input type="text"/>
<b>Your E-mail Address:</b>	<input type="text"/>
<p>Please feel free to use free e-mail addresses such as Yahoo, Hotmail, etc..</p>	

## Laugh At Other Urban Built Businesses

**Look: there are hundreds of so-called "opportunities" that advertisers would love to sell you. But if you've ever gotten into one, I'm sure you discovered downsides that the advertisers "forgot" to mention. Let's compare:**

<u>Most "Opportunities"</u>	<u>C.L. Productions/C.U.B.B.Y.H.O.L.E.</u>
You've got to <b>risk your own hard-earned dollars</b> on costly advertising, direct mail, online traffic generation, or long-distance calls...	There are <b>no advertising costs</b> , almost no overhead, and you don't need a web site. Your only expense is your mouth piece or business account.
You've got to make <b>stressful cold calls</b> , or worse, hit up your friends and relatives...	Just promote proven flyers for C.L. Productions/C.U.B.B.Y.H.O.L.E. local companies each business day, and profit from a constant flow of sponsors and investors that are willing to help you get your business off the ground (I show you how to get their support the rest depends on how much you want to get paid.)
If you buy a money-making package and get stuck, too bad. <b>There's no one to answer your questions.</b>	If you act today, you can get information that will guide you inside of your promotions packets; this will include websites, phone numbers to supporters etc., absolutely free.

<p><b>Too much competition.</b> For example, just think of how many other people are trying to rank higher than you in search engines, or pitch their money-making programs to the same "opportunity seekers"</p>	<p>Corporations are already paying <b>\$1 Billion</b> per year to home-based recruiters and non-profits. Yet few people in the world of "opportunity seekers" even know about this business! Just imagine how much money you can make in your own business market.</p>
<p>More often than not, the market for your "revolutionary product" is <b>hard to reach</b>. If it weren't, these companies would be selling their products directly to the end consumers. Why would they need</p>	<p>Your market is huge and easy to reach. Every company with 50+ employees is a potential client. As a NETWORK; why would I be in this business if it weren't lucrative?</p>
<p>Most of the people involved in so-called "opportunities" lose money, and those who don't are lucky to make a few hundred dollars per year...</p>	<p>Even without my bulletproof system, <b>mediocre</b> home-based recruiters are collecting \$75,000 - \$100,000 per year - after expenses. And all they do is believe in themselves.</p>
<p>Product-based businesses require you to tie up money in inventory.</p>	<p>The inventory is so simple and guaranteed and does not cost a red penny to start, that leaves no overhead, and no risk.</p>

Of course, as a home-based recruiter, you can live anywhere, set your own hours, and dress how you like. You never have to leave your home, and no one has to come to your home if you don't want them to. **You're truly free.**

You don't need any special education or background to get started. And like me, you'll enjoy tens of thousands of dollars in tax write-offs.

#### My Credentials And Why You Can Believe Me

Unlike many "how-to" publishers (who make all their money selling "how-to" information), **I actually practice what I preach.** As a home-based recruiter myself, I earn a high six figure income every year, using the same techniques you're about to learn. To prove it I will go out into the field with you during your training for the first couple of weeks to make sure you understand what it is you are investing into.

During my eight years in this business, I've developed a reputation as "The investment Wizard". Using the exact same **C.U.B.B.Y.H.O.L.E. system** I'm offering you, I've attracted hundreds of clients, ranging from local businesses to major corporations and non profits.

I've been paid \$250.00 per hour to work at certain functions (\$1,500 per day) plus expenses to present my bulletproof system at one-day training seminars to prestigious staffing firms, schools, parks and recreations, youth programs and Human Resource departments (their own in-house recruiters) at major corporations.

**Think about it.** You better have honest, viable, hard-hitting information, or you're going to be one embarrassed individual (and lose mega clients) in a flash. The companies and their employees consider it an excellent value - because they finally learn to work "smart", not "hard. Almost all of them increase their earnings by 250% or more... working half the hours.

This year I will speak at exclusive seminars in Las Vegas, New York, and other small cities in the United States. Believe me; you don't get invited to events like this without credibility.

If you've already decided to join me in this lucrative business, now to adapt my C.U.B.B.Y.H.O.L.E. system, get free consulting, and receive double your money back if I can't deliver on everything I've promised.

By the way, I don't hide behind lies and dreams I took the opportunity to learn what I can show you will make you a wealthy stable person. I am a "real person" committed to the success of my product and those who follow my bulletproof system.

**Now here's the exciting part.** Some companies want my bulletproof system spelled out in a step-by-step course - so their employees can review it after the training. So I provide that in a beefy sectioned off packet system called C.L. Productions/C.U.B.B.Y.H.O.L.E. 20 year vision plan.

At first, my course was written for experienced recruiters. I never offered it publicly. However, I did **loan copies** to a couple of friends, including Dave Deforest Stalls, ex-Oakland Raider who started The Spot youth center, and Kirsten Hostettler at Microbusiness Development Corporation in Denver Colorado, which launched C.L. Productions/C.U.B.B.Y.H.O.L.E., who was brand new to working with at risk youth and community organizations together.

Based on this feedback, I decided to expand my course into a full-fledged step-by-step system for anyone who wants to make **\$36,500** per year, part time. This new version starts from the very beginning, spells out every single step from A to Z, and is titled: 20 year vision plan for C.L. Productions/C.U.B.B.Y.H.O.L.E.

### **Fast Cash In Recruiting:**

#### **How to make \$36,500 every year-risk free-as a home-based recruiter''.**

With this new, expanded recruiting system, you'll own the same street smarts and business magnetism it's taken me eight years to acquire. You'll own all of my **trade secrets, strategies, tips and techniques** for working "smart" - not "hard". For example, you'll learn how to:

**Use the Web to post unlimited job postings** to over 500 high traffic web sites, and get great resumes fast - all **free** of charge - so your phone will not ring off the hook with not so serious!

**Make clients beg to work with you...**and double your fees!

**Land contracts** with twice as many hiring managers, because you'll know what to say in the first five seconds when they call you, to immediately boost their interest by 600%.

**Write compelling ads** that draw the best candidates! - The "free" Internet posting ads (which I provide) attract top talent that are hard to find and difficult to get. I'll show you how!

**Easily find companies** with "in kind donations" in your local area.

**Uncover the hottest hiring sectors** and discover where all the "big money" is really being made.

**Instantly sound like an expert** - with my "Recruiter Lingo" cheat sheets. My guide shows you how to "talk the talk" and gets you up to speed in one day.

Collect \$1,000 - \$12,000 Every Month, Starting This Month

For just one placement, your typical finder's fee is 25% - \$1,000. And if you follow my simple instructions, I **guarantee** that you'll make at least one placement within 30 days; I'm even staking my own money on it. How is your finder's fee calculated?

Salaries for most jobs fall between \$40,000 and 60,000. **And you get 25% to 50% of the new commission salary.** So even at the low end of 25%, you collect on an average Youth I.C.T. placement!

Obviously, you earn a lot more when you fill a manager's position and host the minimum of 10 people! **Think if 10 people save \$100.00 per day then times it by 365 days per year. 10 x \$100.00 = \$1000. X 365 = \$36,500. Per person \$365,000.00 per group of 10.**

Other "how to" publishers might inflate your hopes by letting you believe that \$100,000+ is a typical salary. Sure, you'll place these high earners from time to time. But honestly, salaries ranging from \$40,000 - \$60,000 are the most common, and I don't want to mislead you. Besides, a 25% commission is plenty, don't you think?

Some people find it hard to believe that they can collect six figures every year, working just 15-20 hours per week. So let me explain how my tricks will multiply your per hour profit, and put you miles ahead of typical recruiters. **You'll learn how to:**

**Market your recruits** so they get sponsored exceptionally fast.

**Close more deals faster** and more efficiently, and develop lifetime clients.

**Never lose a commission** because a candidate rejects the salary offered. C.L.

Productions/C.U.B.B.Y.H.O.L.E. screening guide shows you the secret to lowering a candidate's expectations beforehand. That way, s/he's pleasantly surprised, even when the salary offered is just average.

**Easily answer the typical questions** and concerns you get from clients and job candidates. You get a proven script for each of these questions and concerns.

**Build a reputation as a "specialist"** in a particular industry. If you have experience or contacts in a particular industry, I'll show you how to double your income by carving out your own niche and demanding your contract pay.

By the way, it's true that some sectors of the economy have slowed down. But others - like snacks music, poetry, art and vending - are booming. And they offer you a huge opportunity. I'll show you what today's hiring trends are, and how to quickly switch gears if you need to. C.L. Productions/C.U.B.B.Y.H.O.L.E. Independent contractors packet will have a list of several exploding industries that you may want to specialize in.

#### Partner With Me And Multiply Your Income 25%

When I have job candidates moving to your area, I'll give you first dibs on placing them. And when you have job candidates moving to the Oakland Bay area, I'll help place them for you. Which means you'll instantly benefit from my established roster of clients - and the entire job openings I'm privy to. Either way, we'll split the finder's commission 50/50.

**Why am I offering this?** The best way to expand into other states is to partner with other recruiters. And you'll have your finger on the pulse of your own community better than I will. So you'll be a real help to creating urban built business yet helping others learn economics.

On the flip side, I've already done the work of becoming an insider with interested companies. And thanks to my eight years of networking, competent job candidates are always pouring into my lap. So it doesn't take much for me to match your candidate with a job- or find a qualified candidate for one of your clients.

The beauty is, you can **partner** with as many out-of-state recruiters as you like - not just me. It's a great way to multiply your income, and in my course, you'll learn exactly how to set up these win-win partnerships. This strategy alone can increase your income by an **additional** \$25,000-\$36,000 per year.

#### Laugh At Cold Calls -

#### Everyone Is Glad To Hear From You

Let's be honest; if you want to make \$8,000 - \$12,000 in one shot - in any business - it means getting on the phone or running your mouth about your skills. That's especially true in the business-to-business world.

But using my **C.U.B.B.Y.H.O.L.E. system**, you'll never need to make a cold call. With our program packets, everyone you call will already be "warmed up" and glad to hear from you. For a summary of the five core steps you'll use to generate business, you can request a copy of all the packets, or one on one consulting. By the way, many companies **prefer** working with self-employed recruiters, rather than big employment agencies.

Here's The Bulletproof System You'll Own

- The same C.U.B.B.Y.H.O.L.E. step by step recruiting system that made me \$324,232.50 last year - now expanded to 170 pages, showing you how to get started from scratch, with no prior recruiting experience.
- The same copyrighted, sponsor magnetic flyers and email messages I use to generate a never-ending supply of job orders. These flyers generate a consistent 50 - 60% response from sold sponsors. Just promote 25 each business day, and you'll never have to pay for advertising!
- A guide to using the Internet to find the numbers and emails of the exact hiring managers and companies you want to target.
- **The 10 essential forms** (i.e. worksheets, checklists, and questionnaires) you need to work "smart". All of the proprietary [fee agreements](#) that my lawyer charged me \$15,000 to create you will get in the proposed packets.
- All of my telephone scripts (which you read when hiring managers or job candidates call you back), a guide to the questions you'll be asked, and effective answers that maximize your commission. These forms tell you line by line exactly what to say. I've spent five years writing, revising, and perfecting these.

Because the expanded version of my course is still new, I'm eager to generate more testimonials for this system. So I'm making an outrageous offer to any manager who orders my course by **April 18, 2005**.

**Yours Free: \$3,650 Worth Of Productions packets. (If You Act Quickly)!**

If you promise to send me a testimonial within three months (describing how easy it is to make money with my system), I'll **personally** answer your questions, coach you, and provide the solution to any challenge you face, for an entire year! All I ask is that you keep our arrangement committed and in full effort. I don't want my paying clients to get upset.

I normally charge \$300 per month when clients put me on retainer, and they get to email or phone me. Of course, the phone calls usually last longer and are less understood than on paper or in writing so I prefer to use e-mail. So I simply ask that you send your questions by email; it's the only way I can honestly offer \$3,650 worth of consulting, for an entire year, to you and everyone who acts by **August 18, 2004**.

Of course, you can email your questions 24 hours per day. And since I check my email all day long, I promise to reply within one business day. And remember: even if an obstacle seems "big" to you, I've probably faced it hundreds of times, so I can solve it in minutes.

Best of all, your "12 months" doesn't begin until I receive your first commission and inventory sheet stating that you've completed your training and are ready to manage one of my C.L. Productions groups. So if for some reason, you have no questions until a few months from now, you won't be "using up" your valuable consulting bonus!

**Why am I limiting this offer?** If I offered it forever, I'd soon have thousands of people emailing me with worthless e-mails, and I wouldn't have any time left to run my own business! Since I'm normally paid \$25. per hour for consulting, this is strictly limited to customers who order by **April 18, 2005**.

#### How Much Money Can You Make?

You can fully expect to make **two placements every month**, but let's take the worst-case scenario. Suppose you're only half as effective as you predicted you could be, and you make just one placement per month. Even if your finder's fee is 25%, you're still going to **collect \$\$25.00 per \$100.00** That your recruit earned.

And although this new course is even beefier than the version I offer my corporate clients, I've decided to keep the price at commissions that way neither you nor me will suffer loss. However, since I've just begun offering it publicly,

and I'm eager to generate more testimonials (to further boost my credibility), I'm upping the commission % to half for any manager who joins by **August 18, 2004** . All I ask is that you promise to send me a testimonial after you've made your first placement, describing how easy it was. And keep my youth productive.

**That means you can own my course today by just signing up to be a mentor or manager for C.L. Productions/C.U.B.B.Y.H.O.L.E.!** And you're further protected by this 100% risk-free guarantee.

#### Here's My Iron-Clad Guarantee To You...

I personally guarantee that if you use the strategies, techniques, and secrets in "**C.U.B.B.Y.H.O.L.E. Recruiting**", you will earn \$8,000-\$12,000 per month in your own home-based recruiting and staffing business if you stay committed to working with the youth and other new members.

If after **180 days**, you honestly believe I have not delivered on this promise, drop me an e-mail (yes, I am a real person) and I will promptly return your money if you started with your own investment— no questions asked.

I feel 180 days is a fair and reasonable amount of time to "**kick the tires**" so to speak on my course and prove to yourself, risk-free exactly how to earn \$8,000 - \$12,000 per month with my "**C.L. Productions/C.U.B.B.Y.H.O.L.E.**" system. This also protects me from people who would order my proprietary information, copy it, and then request an immediate refund (which is not fair to me).

**So my guarantee is contingent on One thing and One thing alone...That you really give my system a fair and honest effort for at least 180 days and...if you are not fully satisfied with your monthly income, then just return the materials in saleable condition along with your Daily Work Scheduler showing you completed the Quick Start Program and receive a 100% refund.**

If you have not earned \$8,000 - \$12,000 within 180 days, **I want you to ask for a refund** (which I will issue – no questions asked!).

That's how much I believe in my program and more importantly that's how much I believe in you.

**Why am I going out on such a limb?** Because I know that you'll fall in love with this business... with the income, the freedom, and the prestige of being a home-based recruiter. If you're willing to work 15-20 hours per week, you will enjoy a six-figure income. **It's that simple.**

I Guarantee Results Only If...

One customer ordered my course thinking it was "the lazy man's way to riches". So let's be clear. If you follow my step-by-step system, I fully expect you to make \$8,000 - \$12,000 every month. Otherwise, I'd never stake my reputation and on it. And I'd never offer to send you double your money back! However... If you aren't willing to work 15-20 hours per week, and email my packets and flyers to 25 recruits and sponsors each business day, then please don't order my course. I'm serious. You probably won't make a placement within 30 days, and I'd never offer you my Guarantee under C.U.B.B.Y.H.O.L.E. section code 108239476 Besides, I don't want you complaining to others that my system "doesn't work".

\$36,500 Per Year Part Time

If you're still reading, then I know you're committed to working 15-20 hours per week. You're convinced that there's no way you can lose. Even without my course, average home-based recruiters are **collecting \$75,000 - \$365,000 per year** in this business - but working full time hours.

What I provide are the **secrets** to working smart, not hard...so you're three times more productive, and you outperform them working just 15-20 hours per week.

Unlike other "how to" publishers, I have **not** designed this course to lure you into buying a more expensive product. I hate when people do that! I promise you that my course **contains everything** I know about this business and everything you need to make \$36,500 + per year, part time.

**Now imagine this.** Its two months from now. You're the owner of a thriving home-based recruiting business. Perhaps you remember past business ventures... the ones that failed. **What a difference!**

At last, you're proud to tell your friends and relatives about your profession. And the best part is the looks on their faces, when they learn how much you're making, and how little time you're spending. They think to themselves: "It's not fair".

Well they're right. **You will have an unfair advantage.** That's because you'll **instantly** possess eight years of hard-won experience. You'll own all of the tools I've spent years (and \$15,000 in legal fees to create "airtight" fee agreements) developing. And with my **180-day C.L. Production/C.U.B.B.Y.H.O.L.E. guarantee**, you can only come out ahead.

My "Fast Cash C.L. Productions/C.U.B.B.Y.H.O.L.E.-Based Recruiting" program comes in a beefy and prestigious packets and will be shipped via "USPS Priority Mail" within 3 business days, on site with a C.L. productions/C.U.B.B.Y.H.O.L.E. member or as soon as it takes to respond via e-mail.

# C.L.Productions

Structured 20 year vision plan

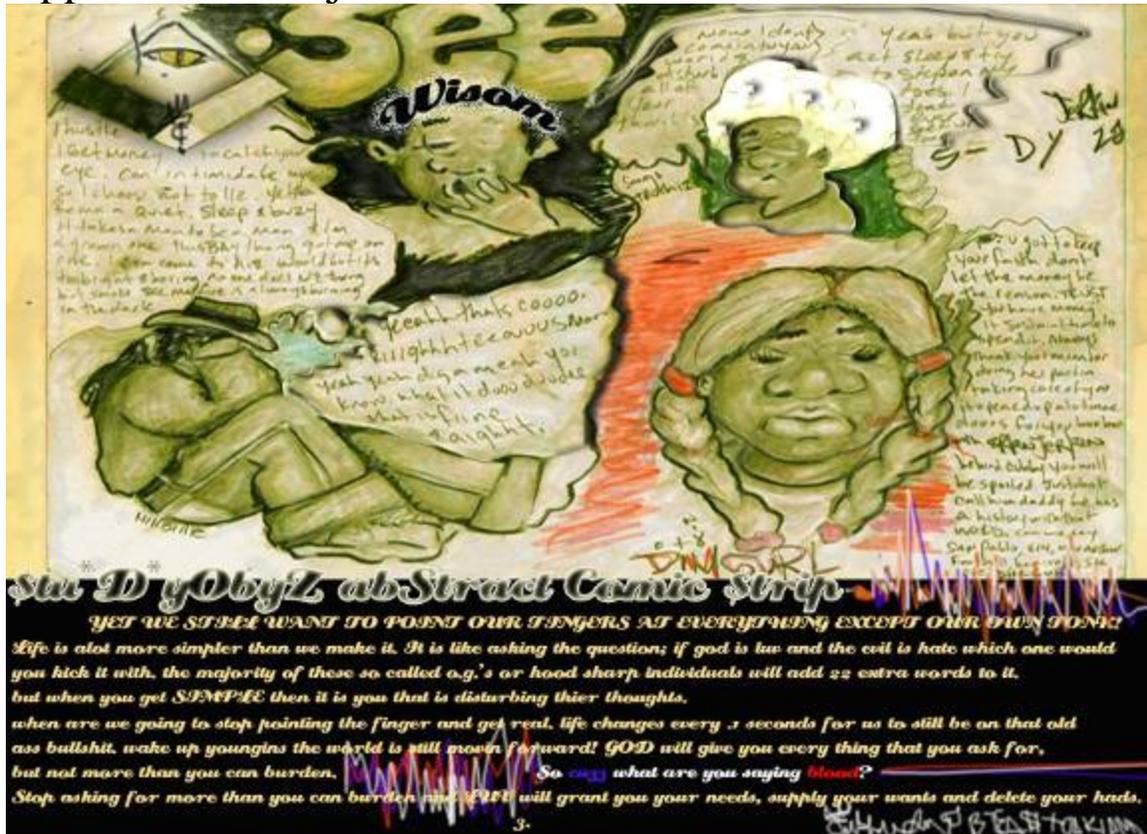
For the C.U.B.B.Y.H.O.L.E.

C.reating U.rban B.uilt B.usiness Y.et H.elping

O.thers L.earn E.conomics

“school 2 shh-cool”

Opportunities to join the network



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## LIGHTS CAMERA OPPORTUNITIES

**Where** is your career taking you? May we suggest the Yellow & Blue Brick road! Picture yourself working for a company committed to diversity ... a company that trains and empowers its employees to grow! C.L. Productions/C.U.B.B.Y.H.O.L.E. is looking for an Assistant Manager to work in the assigned listed city.

Achieve sales and customer satisfaction standards and goals through maximizing the customer's experience and the store's revenue by directly selling to customers. Assist the Store Manager in Store Operations including managing the store in the Store Manager's absence. Assist in the recruiting, hiring, training, developing and evaluating store employees. Responsible for supervising and coaching Shift Leaders and Customer Service Representatives.

Assist Store Manager in maximizing sales and profitability through focusing on key business initiatives, store presentation, marketing execution, inventory management, customer service, loss prevention, payroll management, risk management, and daily operational cost control.

### Developing People

- Assist SM with recruiting, hiring, training, evaluating, and counseling store employees. May be asked to assist in terminations.
- Communicate employee relations issues to an appropriate higher level.
- Manage employees and assign duties
- Work with SM to receive training (in store and off site).
- Hold store meetings in SM's absence.
- Assist SM in ensuring compliance with company training standards and programs.
- Encourage and possess ownership mentality?

### Store Experience

- Assist customers in selecting and checking out product.
- Handle and resolve all customer issues.
- Ensure customer service standards to maximize customer experience.
- Maintain store appearance to current standards.

### Managing Expenses

- Complete store opening and closing paperwork, daily sales reports and all

- financial tracking.
- Open and Close store
- Help manage store revenue including: cash handling, deposit reconciliation and delivery of deposits to bank.
- Assist SM in inventory control through effective management of physical inventories and product.
- Partner with SM to utilize labor management tools to maximize productivity.
- Execute and monitor account maintenance procedures to minimize bad debt.

#### Marketing Execution

- Assist SM in communicating and executing marketing and merchandising programs to achieve key marketing initiatives.
- Partner with SM to execute sales service models and strategies (with emphasis during peak business periods) to achieve sales and service goals.

#### Other

- Participate in ongoing communication with store management

We would like to thank everyone who submits his or her resume for this position. Due to the volume of resumes that we receive, only those candidates selected for interviews will be contacted. C.L. Productions offers a competitive salary with excellent benefits is an equal opportunity employer and promotes a smoke free & drug free workplace.

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### **Additional Information**

**Position Type:** Full Time, Employer, Part time,  
Employee

**Ref Code:** 108239476

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### **Contact Information**

[Clprod@yahoo.com](mailto:Clprod@yahoo.com)

C.L. Productions/C.U.B.B.Y.H.O.L.E.

Production Assistant (Project)

Status: Full Time, Independent Contractor/teacher,

Job Category: Arts, Entertainment, and Media

Career Level: Experienced (Non-Manager)

Job Description Submit Online @

[www.thespot.org/pages/clproductions](http://www.thespot.org/pages/clproductions) or

clprod@yahoo.com

#### Description

Traffic materials between Production Department and all outside vendors. Receive materials from vendors and traffic and interface between all necessary in-house departments of C.L. Productions. Be aware of all schedules, procedures, and deadlines.

Maintain all logs, status reports and update schedules pertaining to assigned projects.

Establish and maintain an effective liaison with in-house departments and external vendors.

#### Qualifications

Must be self motivated.

Excellent organizational skills.

Excellent communication skills, both verbal and written.

Proficient use of Microsoft Office, Word, Excel, File maker Pro, MS Outlook, Studios, and Youth Counselors

Profile

Job Field Production

Locations US-Oakland CA/ Bay Area

Organization School Education Group

Schedule Full-time

LLC. We work with Independent Contractors

This is a comprehensive at risk strategy to build an economic community.



# SHH

Don't talk about it

And

Be

COOL

*Be about it!!!*

## **Probationary Internship**

Starting or expanding your business is an exciting as well as enthusiastic. This book is designed to help you through the "maze" of government rules and regulations involving business establishments. Because everyone would love to begin doing business without delay, there is a very strong tendency to ignore or gloss over government requirements. Do not give in to such a tendency. It almost always creates problems that can become very costly to your business.

You will find that dealing with government agencies does not have to be a pain stake. We want to keep you on the right track and guide you through the easy yet self-motivated process, organizations and services - to help you start or expand your business.

You will find factual, up-to-date and easy-to-understand answers important to doing business and will be taken serious upon your approach. In Sections I, II, and III, we take you through the process of local business registration, licenses and permits. We also provide a simple guideline to some state and federal requirements.

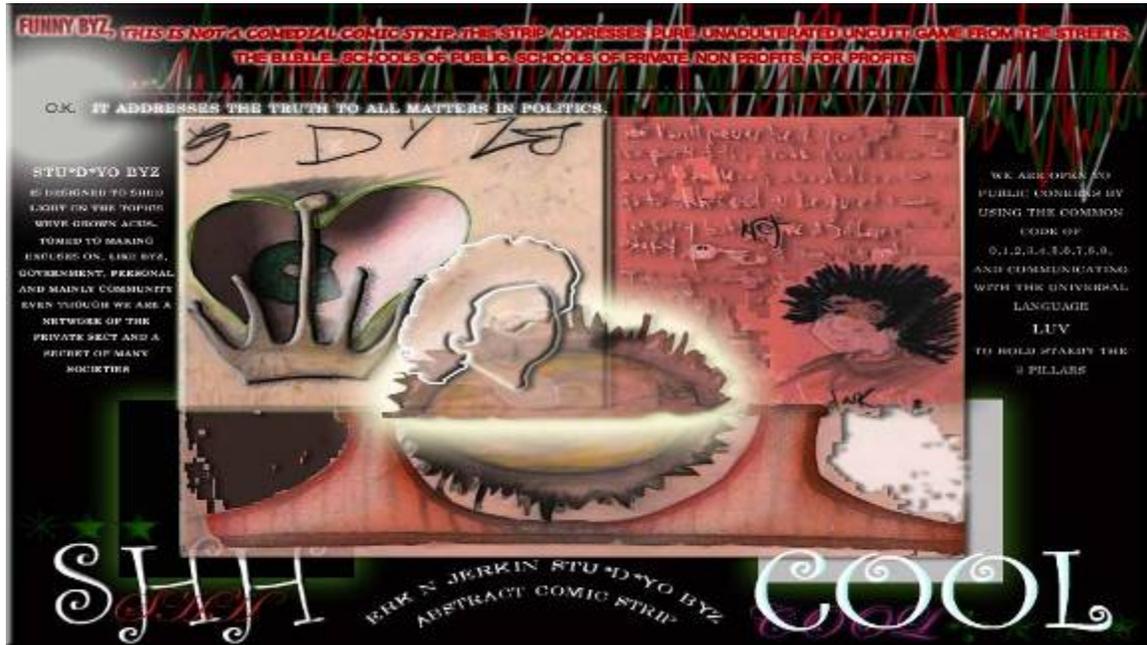
There is a Checklist to help you stay on track of things to do. Keep in mind that requirements may vary from one business to another. We believe that this is a useful tool, and one that may come in handy again if you plan to relocate, start another business, and or expand your business.

There is a description of the founding C.L. Productions and other key City departments and their programs, including information about the small business loan program, minority/local/woman enterprise program and information on networking with schools, independent, contractors, city government and more.

There is a list of local, state and federal business incentives that are available to small businesses that qualify.

Finally, we offer a business support organizations, chambers of commerce and non-profit. Many of these organizations provide technical help and services to small businesses. WELCOME

C.U.B.B.Y.H.O.L.E.



C.U.B.B.Y.H.O.L.E.

C.reating U.rban B.uilt B.usiness Y.et H.elping O.thers L.earn  
E.conomics

“school TO shh-cool”

***C.L. Productions/C.U.B.B.Y.H.O.L.E. – PROGRAM  
DESCRIPTION AND REQUESTED BUDGET***



C.U.B.B.Y.H.O.L.E. Adult Mentorship Program

Total Allocation: \$132,826.00

**SERVICE PROVIDER(S)**

**C.U.B.B.Y.H.O.L.E. PROGRAM(S)**

I.C.T. (Adult Mentorship Program)	\$125,000.00	Budget for: \$25,000.00 \$15,000.00 \$15,000.00 \$25,000.00 \$20,000.00 \$32,826.00	Funding used for: Promotion Materials and Program Inventory Mentor/Youth I.C.T. (Independent Contractors Training) Basic Literacy Skills Employer Workforce Readiness Administrative fees Other (transportation, meetings, petty cash, etc.)
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**ADMINISTRATIVE COSTS**

**C.L. Productions/C.U.B.B.Y.H.O.L.E. ADMINISTRATIVE COSTS:**

Percentage of funds allocated for administration: 20%

Functions supported with the C.U.B.B.Y.H.O.L.E. administrative funds: Oversight, coordination, and monitoring.

*We are in need of money to pay mentors that choose to participate in our program criteria and School to Shh-Cool structures.*

**DOES THE PRODUCTION TRAINING PROGRAM HAVE ADMINISTRATIVE COSTS: YES**

Funding for local program administrative costs:\$20,000.000

Maximum percentage allowed for local program administration: 85%

**ADULT EDUCATION SERVICES/PROGRAMS**

**Licensing**

Approximately 120,000 individual producers, agencies, adjusters, counselors, foreign risk retention groups, managing general agents/agencies, purchasing groups, solicitors, surplus lines producers and agencies, and third party administrators are licensed, certified, or registered. There are over 7,000 mortgage and consumer finance licensees/registrants under the following classifications: consumer financial services Class 1 or Class II, credit card, first and subordinate lien mortgage broker, lender and/or services, motor vehicle installment seller and sales finance company, regulatory loan and sale of checks. In the securities industry, there are 121,000 agents, 2,200 broker-dealers, and 1,600 investment advisers and very few Small Business in the urban community.

**I mean what you would rather see us doing:**

- ❖ **Selling drugs**
- ❖ **Robbing people**
- ❖ **Going to jail**



## Looking for Grants to Serve Low-Income Youth and unemployed adults

Contact: Mandell Smith D.B.A. Cubby Luv

Agency: C.L. Productions/C.U.B.B.Y.H.O.L.E.

**July 30, 2004** C.U.B.B.Y.H.O.L.E. is an agency looking to raise \$268,274.00 in Youth entrepreneurship and Adult Small Business Training through the Statewide Activities funding. Agencies selected to receive funding were determined by evaluating, based on the 2000 Census, the percentage of low-income youth compared to the total population of youth in the area.

Eligibility is defined as youth age 14 through 25, low income, deficient in basic literacy skills, school dropout, homeless, runaway or foster child, pregnant or parenting, offender, or an individual who requires additional assistance.

"This funding provides resources that help low-income youth prepare for better employment opportunities, and future stability"

C.U.B.B.Y.H.O.L.E. Youth Program provides services, including objective assessment of academic levels, skill levels, and service needs; develops service strategies to identify employment goals; and provides for preparation for post secondary educational opportunities. Funding is made available through the federal Workforce Investment Act, and is administered by the Department of Labor & Economic Growth. And fits all the needs of what our programs target.

C.L. Productions is an agency which is charged with providing the skilled workforce Oakland needs to enhance and maintain its economy. To this end, the state's career and training agency is working with employers, K-12 schools, community colleges, and local Workforce Development Boards. For more information about C.L. Productions or C.U.B.B.Y.H.O.L.E., or want to learn more about our partners or programs, visit the Web site at [www.thespot.org/pages/clproductions](http://www.thespot.org/pages/clproductions)

### **C.U.B.B.Y.H.O.L.E. High Concentrations of: Eligible Youth Allocations Year Round or Quarterly Program Criterion**

	<b>Allocation (\$)</b>
Salary	15,981.00
Salary	43,670.00
Salary	26,028.00
Employment and Training Department	93,369.00
Salary	4,313.00
Employment Alliance	29,498.00
Salary	9,766.00
Community Action	10,717.00
Workforce Development Board/Employment Training and Community Services Group	13,999.00
Salary	32,163.00
Salary	13,503.00
<b>Total</b>	6,993.00
	\$300,000.00

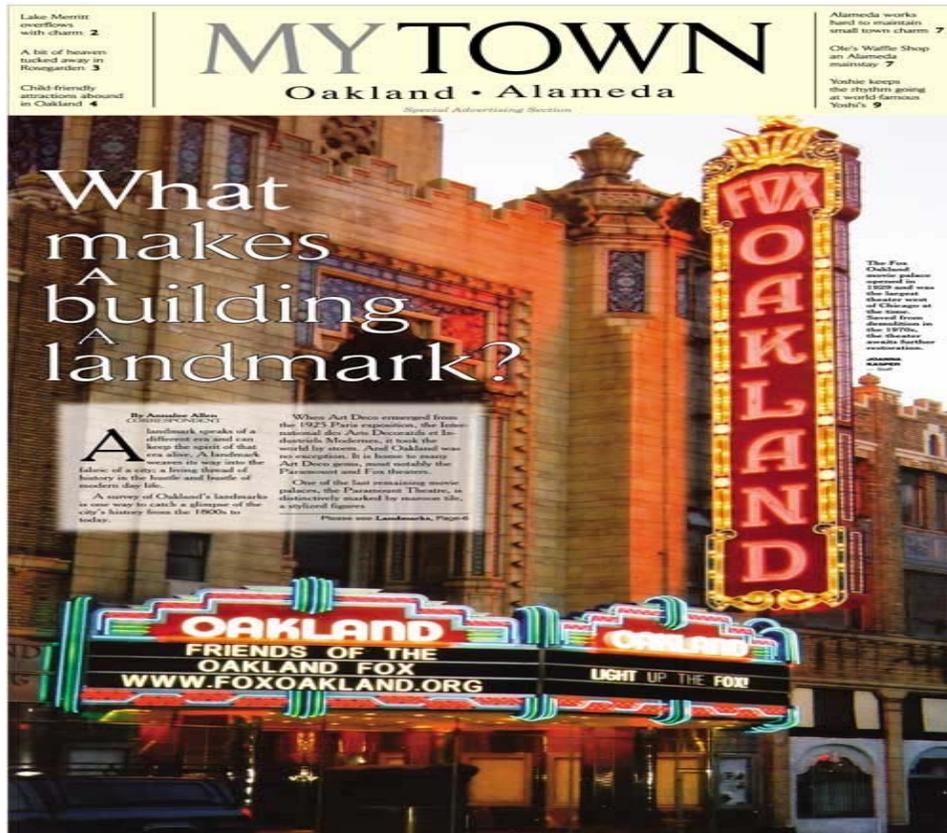
TOWNBYL  
TOWNBYL

Everything was created inside of a reason

ERK:N + jerk:in = \$-U \*D\* 1/0 31/=

*Abstract Comic Strip*

PROUDLY PRESENTS:



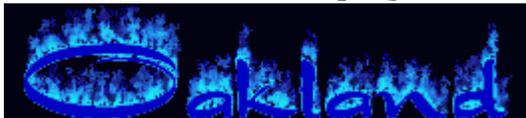
!!!SOMETHING SOMEONE SAID!!!

With every new victim of street crime in Oakland, with every escalation of that city's shameful homicide rate, we see yet another round of hand wringing and clamoring for answers. Each time a child is killed by a stray bullet, the made-for-television shrine of teddy bears and candles that materializes on the

victim's doorstep gives viewers of the evening news their daily dose of poignancy, but little else. Today's shocking news is much like yesterday's shocking news. It no longer shocks. And each new round of editorials, op-ed pieces and letters-to-editors leaves readers with the distinct feeling they've been there before.



New citizen committees spring into existence with regularity, announcing their intention to reclaim their neighborhoods from the gangs. But they sound exactly like their defunct predecessors. Reformers call for new and better social programs to address poverty, addiction, school dropout, teen pregnancy, joblessness and homelessness. But no one has a clue how those programs can be funded.



Law-and-order advocates demand tougher penalties for lawbreakers—an approach that has been shown mainly to create tougher criminals and keep the prison industry thriving. Meanwhile, ironically, part of the answer—the part that is relatively free of charge—is ignored: reform the way parents raise their children. Provide them with information and assistance they need and crave so that they can do the best possible job at enabling their children to become happy, productive, law-abiding adults.

**Equation 1(GET REAL): Is that what is going to change the way the MOBB operate**



**DOUBT IT**

The familiar maxim associated with data analysis applies equally to the rearing of children: "Garbage in, garbage out." Until parents (in Oakland or anywhere) are weaned of the spanking habit, until they forego easy resort to switch, belt, fist and hand in the management of their babies, they will continue to reap the whirlwind.



Every year we will see a new crop of insulted, abused and neglected children mature into angry adolescents, some of whom will take to the streets where they grasp with gusto the opportunity to dish out to others what was dished out to them. For those unattached youth, the war zone of the street is a logical next step from the war zone that was home. Garbage in, garbage out.



Some citizens have put their hopes in various schemes such as mandatory school uniforms, youth curfews, boot camps and military schools. But they are only fooling themselves. Parents and educators can rely on coercive, authoritarian methods for just so long. The young grow up. They get too big (and too dangerous) to be spanked or otherwise forcibly managed. What does one do then? Shackles? Public flogging? Punitive solutions have never produced anything in the long run but fear of force and belief in force. This heavy reliance on force in dealing with the young has inevitable, though unintended, consequences. Those consequences are on display nightly in the neighborhoods where deadly force rules.



In 1999 Parents and Teachers Against Violence in Education proposed to the Oakland City Council that they embark on an anti-spanking campaign for the city. This organization offered to supply no-spanking posters for display in public areas. Our expectation was that this would stimulate discussion and self-examination, even though it did not have the force of law. For many it would have been their very first encounter with the notion that hitting children is wrong. We expected that various private and public groups and agencies would carry the program forward with guidance for parents. We hoped that a new understanding of parents' proper role in meeting the needs of children— something spankers generally don't think about — would germinate in the public consciousness. We neither expected nor desired a one-size-fits-all parenting policy to emerge. We expected debate, reflection and experimentation to

occur, while never losing sight of this fundamental truth: hitting a child is morally reprehensible, and its purported practical benefits aren't worth the risks. But our offer was rejected, and the media treated us and our proposal as comic relief to fill the gaps between the "serious" news items of the day.



Oakland's homicide rate, for instance.

We fully realized that putting a few posters up at bus stops or in schools and libraries would not fix a problem that is so firmly rooted. We recognized that the cure would take generations, even with the requisite vision and perseverance. That's all the more reason, we believed, and believe now, to get serious and begin. Accordingly, we remind readers of this article that our offer still stands. Samples of our new no-spanking posters in English and Spanish can be seen, downloaded and printed from our Web site at [www.nospank.net](http://www.nospank.net). Other excellent materials are also available there for use by parents, educators, healthcare professionals and anyone else who needs them. Let's embark on a program that won't cost taxpayers a dime but will go a long way toward giving the next generation a better start, and finally, truly, eradicating the meanness of the streets.

A while back eye had a list of some:

"Words of Wisdom from \$-u \*D\* yo 3y=". Well, eye decided to make a comeback: **Song Mac Dre Feeling myself**

- 1) You have to learn to love and respect yourself before you can expect others to love you and respect you.
- 2) If you're in a working or romantic relationship, never set higher expectations for your coworker or significant other than you have set for yourself.
- 3) Never try to break two people up because IF it's meant for them to be together, then their relationship will grow infinity times stronger all because

you went after what was never yours to begin with.

4) **Mermaids:** Don't get involved with a man who is married or in a serious relationship and think that if you were the "main chick" that he would NEVER EVER cheat on you.

5) **Leprechauns:** A woman may appear to be happy on the outside but she might be holding something inside. Pay attention to her closely and never act insensitive toward her feelings because she may deal with her insecurities in the worst way you could EVER imagine. **Hint:** She may do something that is far worse than leaving!!!

6) Never assume that just because your relationship or someone else's appears to be perfect that it truly is.

7) Too much arrogance can cause you to turn yourself into your own worst enemy.

8) Too little arrogance can cause you to turn yourself into your own worst enemy.

9) **Mermaids:** Always remember that it's much easier for a man to redeem himself of a whorish rep than it is for a woman so if you care anything about that, then watch what you're doing.

10) **Leprechauns:** You can't help whom you fall in love with BUT it's best to walk away from a woman whose heart belongs to another man.

11) **Mermaids:** You can't help whom you fall in love with BUT it's best to walk away from a man whose heart belongs to another woman.

12) If you're "in love" with one person and "in lust" with another person, remember love is much stronger and will last much longer. **Figure**

13) If you've been pursuing the same person for so long and he/she is not returning your interest, then 99/100, they are not playing get on hard to get so why not let the person go and get on with your life?

14) If something is not going your way, then always remember that not everything is about you!!! When you keep that in mind, you'll realize that you're not any more (or possibly any less) important to most people than they are to you.

*In an abundance of water, the fool is thirsty....."*

**A FEW WORDS FROM ME TO**

**MY BABY...**



If only she knew that looking into her eyes makes me see destiny  
 If only she knew that the words she speaks bounces off her lips and jumps straight to my soul when she speaks to me  
 If only she knew that when our control of me  
 work eye want her here next to me  
 her has set my soul free  
 Then she would luv me for eternity.  
 The revision of a dream differed,  
 They face the entire world alone,  
 No particular time or worry  
 They have a reservation for togetherness  
 Despite the worlds crazy mess



bodies touch eye get a feeling that takes  
 If only she knew that when she's away at  
 If only she knew that the luv eye have for  
 If only she knew what eye know,

And the experience of luv occurred,  
 Together they hold their own  
 Their infinite luv has no hurry,

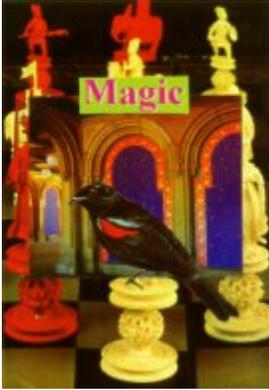
Eye remember the first day, first, hour, first moment, eye kept. it. Simple. smith.  
 ed a gUrL girl it was a Thursday no maybe a Sunday, or was it heaven's day.  
 Our lips met and eye inhaled-not wanting to let go as she held me close caressing  
 my mouth with her lips and tongue. Eye exhaled-wishing for the day to come  
 when my heart beats to the rhythm of another woman's name and touch. For 14  
 years of my life, my soul was lost and with a touch of a woman's hand to my face  
 it was returned to me : just to feel the deal of

## The Magic Of Love

LUV is like magic  
 And it always will be.  
 For luv still remains  
 Life's sweet mystery!!  
 LUV works in ways  
 That are wondrous and strange  
 And there's nothing in life  
 That luv cannot change!!  
 LUV can transform



I\* \$ee U



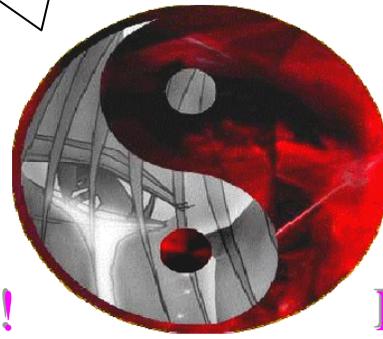
The most commonplace  
Into beauty and splendor

And  
sweetness  
and grace.  
LUV is

unselfish,



Understanding and  
For it sees with its  
And not with its mind!!  
the answer



kind,  
heart  
LUV is

That everyone seeks...  
LUV is the language,  
That every heart speaks.  
LUV can't be bought,  
It is priceless and free,  
LUV, like pure magic,  
Is life's sweet mystery!!



I\* See it

The yin and the yang: it is the symbols of two great values that govern the feminine (the hillside in the shadow and the cold, the negative and the bottom) and the masculine (the hillside in the sun which govern any things in the world...)

**"You shouldn't dismiss as incredible the possibility that a long enough search might reveal a golden grain of truth"**

"I have a sun that keeps my world brightened"

"J'ai mon soleil qui ne cesse de briller, quoi qu'il arrive"



"I am a sinner, and I apply them all... because I am not born as an angel, but as a human"

- like most of us in here, I Am on \$-U \*D\* yo 3y= just to see the world through your eyes, to broad my mind, have fun, also experiencing another virtual world,

"I am a parabola attracted by the waves of the mankind, receiver of all feelings, brightened by the sun, rocked by the wind, reflected by the floods, softened by the earth" And LUVED 3y D.I.M.

that is alright if they can them because it is especially out the majority of our little sometimes, and categorized To resume, they have

And the funniest thing is people checking into their pages... and yet, they spit on them afterwards **WOW** who is the vicious one? ...Then let's stop criticizing, without being able to do as much as they do.



GuRIZ some really represent it, (and handle it) but some others have chosen an attractive one, which makes work brains, because it is explicit, pejorative as such by our society.

understood how to draw our attention.

**...Are you/Do you...** live life in its fullest, take it as a smile, enjoy every little pleasure brought to you, have goals, independent (as an actor in the society, not from it), spontaneous, luv arts, respect everyone, hate techno, open-minded, like Chinese food, frank, dislike fish/meat, like literature, speak fluent communication, laugh a lot, know what you want, speak as you think, for democracy, against racism, care about humanity, rarely get angry, act wild sometimes, trust in yourself, have a lot to learn from life, luv traveling, tend to be contradictory, usually late, understand what you don't conceive, take things easy... if you do/you are, so you feel me

Eye never thought that two arms could shield me from the world.  
You give me security by holding my hand and telling your friends, "That you are my girl."

you are my girl."

: Always remember this:

"you are my girl."



Eye told you that eye wasn't like any of the guys in your past.  
Now every night eye pray that this relationship will last.  
My friends told me to stop doubting the relationship.  
Eye can't help it because eye luv everything about you bit by bit.

Can you look me in the eyes and promise me that opposites attract?  
Yet you are so much like me!!!

Because in astrology they say that an Aries and a Leo shouldn't get down like  
that.

Again

Love

Is it this flame that burns within?  
When you get near or see the one you want  
Or is it that sensation that you know is a sin  
But you consider it a natural thing  
Are you able to breathe when that special one is near?  
Are you nervous to speak or stammer when they're there  
Or do you run away and wish you were never here?

Love is a feeling one cannot hide

No words in this world can ever describe  
You can feel it, you may express it  
But one will never, ever be able to explain  
So when you feel  
"Love"

try not to explain  
 Just live with it, bare it and consider again.  
 For those that will read your LUV this far. When you at the don't  
 just automatically think I AM something other th  
 I AM a beautiful young free King and you are my bea  
 planet \$-u \*D\* yo 3y=IN; looking to make friends.  
 When you think of my LUV 4 1/0 U, think about ge know me  
 body and soul.  
 I am a very intelligent, smart, sexy as hell as you can see.

I AM ABBAH

I\* \$ee I AM beginning to get these questions asked a lot. Why don't eye have my own shyt??? Wow!!! Did they hear that???

But eye know where I  
 eye wanna go, and  
 Every thing doesn't  
 But eye expect  
 'what' they see.  
???WHAT???



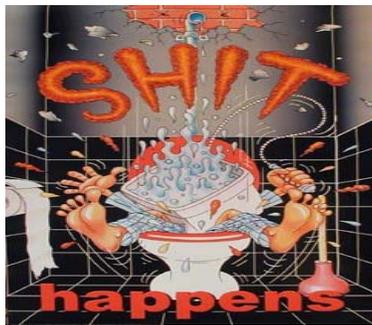
AM heading in life, where  
 what eye need to do.  
 mean the same to every one.  
 people to comment on

I\* See it don't U???

YOU JUST NEED TO KNOW THAT "IT'S OKAY TO CHAT  
 WITH ME AS LONG AS YOU UNDERSTAND" THAT  
 IT'S YOUR CHOICE AND AS LONG AS YOU  
 CAN ACCEPT THE CONSEQUENCES OF "THAT DECISION"

Message from a mermaid;

*Now to the entire strong black independent woman, let us pull together and start uplifting our black men. To many times I've read emotions that degrade our men, if we don't up hold them and cherish them why do we feel society will. "What you deposit into his life is what he gives in return".*



**←In life, there are many disappointments.** The ones that hurt the most are the ones that you least expected. When you put your heart out on a limb, it is more likely to fall off. TRUST and LUV are two small words that mean so much. When these words pertain to me, not much good ever comes from it. That's when eye rely on

another small word...FAITH. To everyone on the planet of \$-U \*D\* yo 31/=, Cherish YOUR life and YOUR faith because when it comes down to it, you may be the only one that truly cares.

Eye can't forget the reason why I AM here: eye can do all things through Christ who strengthens me! NO WEAPON FORMED AGAINST ME SHALL PROSPER! *Rattlers will strike, strike, and strike again!* Remember that!

Oh yeah Cuzz keep it beast EYE got ya back. Blood!!!



erKn+ JeRkIN= \$-u \*(D)\* yO by=

Abstract Comic Strip, BY: Cubby So Luwily

PROUDLY PRESENTS:::

*-Life Is-*

I Am always changing my colors, just like a chameleon. However, don't mistake my natural changes in life for being fake. I Am always real, trust that one. I never forget that change is a natural part of life and that stagnant, unchanging things die. I plan on living, how about y'all? Everyone tells me that I AM'm a sweetheart and that I AM'm really nice. Does that mean that you should take my kindness for weakness? Eye see; say it with me - "HELLLLLLL NOOOOOO." When I turn off, I can turn off pretty damn cold. I can be very quiet at times, and I AM very observant. I like to sit back and take in the scenery. However, when I AM with my buddies, I cut up like nobody's business. I AM "chronologically challenged" (my azz is always late), but I never disappoint once I show my face in the place. Its naythan to a B.O.\$.\$.

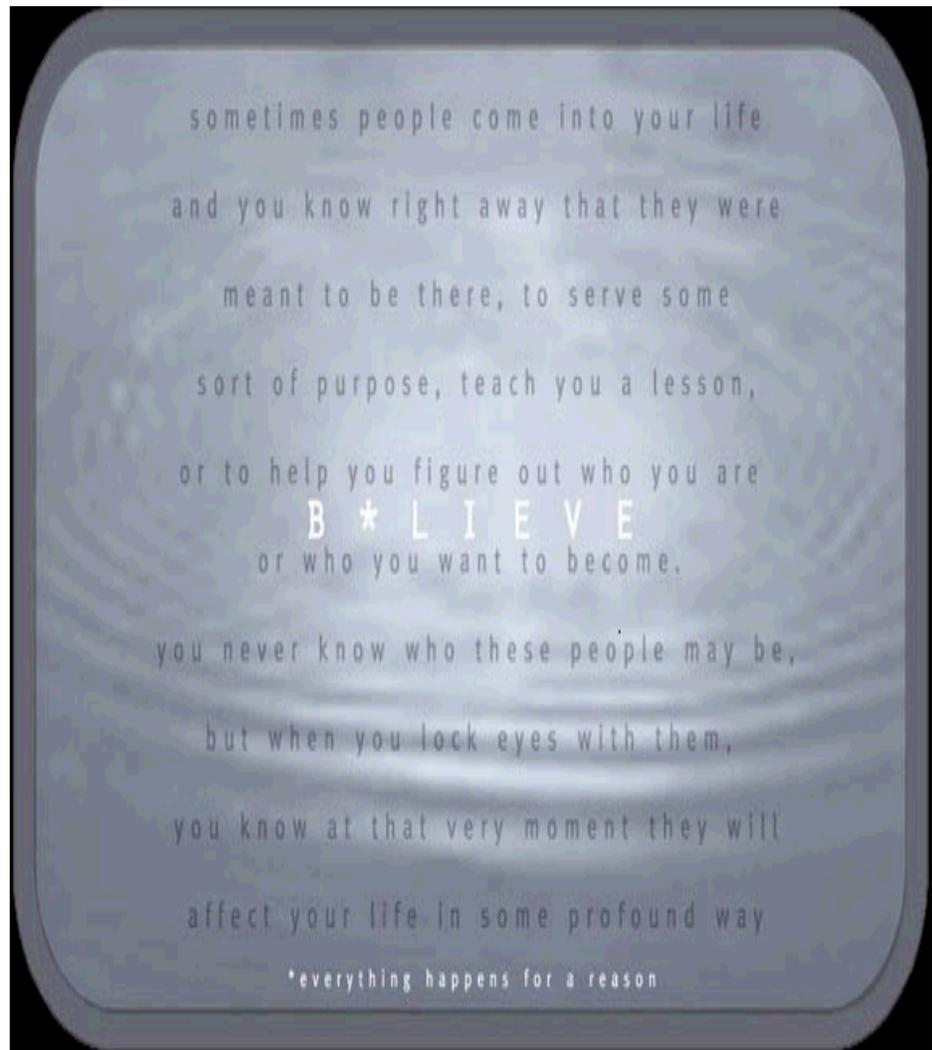
REAL SPIT WE AS THE ADULTS NEED TO SET THE EXAMPLE FOR THE CHILDREN BECAUSE THEY ARE BEING LEAD ASTRAY BY WHAT THEY SEE ON TELEVISION RATHER THAN WHAT THEY READ IN HISTORY. OR MAKE FOR THE FUTURE NEXT 2 SECONDS.

As told by  
JeRkIN=

- "I AM Great at its Greatness"
- "Only Sleepers Dream"
- "Losers Settle"
- "Why Dream when I Got Realities"
- "Put moms in a 800 acre estate on one of the Great Lakes"
- "Live for Today and Pray For Tomorrow"
- "Money is Good But Life Is Better"
- "Be a Beast Corporate and Street"
- "Everyday is parents day"
- "I'M LIVIN AND LEARNIN EARNIN MY EARNINS, GIVIN MY CIVINS, I'M HUNGRY SO EVERDAY I EAT IS A THANKSGIVIN"
- "EVERYDAY IS MY BIRTHDAY"

*From the mind of  
erKn;*

**THIS MORNING AS EYE SEE ROSE  
FROM BED  
AND SAW THE ABOVE.**



I SOFTLY SAID, "GOOD MORNING GOD"  
 "BLESS EVERYONE eye LUV"  
 AND RIGHT AWAY I THOUGHT OF YOU  
 AND SAID, A LUVING PRAYER.  
 THAT SHE WOULD BLESS YOU ESPECIALLY AND KEEP YOU FREE FROM CARE.  
 I THOUGHT OF ALL THE HAPPINESS YOUR DAY COULD HOLD IN STORE;  
 AND WISHED IT ALL FOR YOU, BECAUSE  
 NO ONE DESERVES IT MORE.  
 I FELT SO WARM AND GOOD INSIDE,  
 MY HEART WAS ALL A GLOW  
 I KNOW GOD HEARD MY PRAYER FOR YOU  
 HE HEARS THEM ALL YOU KNOW.....  
 \* of God  
 A GOoD personality Can make me laugh  
 Not afraid to get rough (I AM not made of glass) Truly EyE See

*And JeRkIN= said to ErKn;*

..... A FRIEND EYE Z; from a-z all by=....  
 (A)ccepts you as you are  
 (B)elieves in "you"  
 (C)alls you just to say "Hi"  
 (D)oesn't give up on you !!  
 (E)nvvisions the whole of you (even the unfinished parts)  
 (F)orgives your mistakes  
 (G)ives unconditionally  
 (H)elps you  
 (I)nvites you over  
 (J)ust wants to "be" with you  
 (K)eeps you close at heart  
 (L)oves you for who you are  
 (M)akes a difference in your life  
 (N)ever Judges  
 (O)ffers support  
 (P)icks you up  
 (Q)uiets your fears  
 (R)aises your spirits  
 (S)ays nice things about you  
 (T)ells you the truth when you need to hear it  
 (U)nderstands you  
 (V)alues you  
 (W)alks beside you  
 (X)-plains things you don't understand

(Y)ells when you won't listen and  
(Z)aps you back to reality.

*And erKn; replies=*

~~ A GOOD WOMAN ~~~

A GOoD woman is proud of herself. She respects herself and others. She is aware of who she is. She neither seeks definition from the person she is with, nor does she expect them to read her mind. She is quite capable of articulating her needs. A GOoD woman is hopeful. She is strong enough to make all her dreams come true. She knows LUV, therefore she gives LUV. She recognizes that her LUV has great value and must be reciprocated. If her LUV is taken for granted, it soon disappears. A GOoD woman has a dash of inspiration and a dabble of endurance. She knows that she will, at times, have to inspire others to reach the potential GOD gave them. A GOoD woman knows her past, understands her present and moves toward the future. A good woman knows GOD. She knows that with GOD the world is her playground, but with out GOD she will just be played with. A GOoD woman does not live in fear of the future because of her past. Instead, she understands that her life experiences are merely lessons, meant to bring her closer to self and unconditional self LUV.

"Respect my "Gangsta."

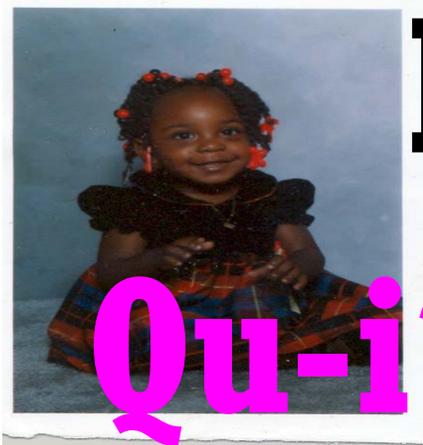
*JerKnN=*

<~~~~~Remember~Our~Soldiers~~~~~>

Not for fame or reward, Not for place or rank, Not lured by ambition or goaded by necessity, but in simple obedience to duty as they understood it, these men (and women) suffer all, Sacrifice all dare all and some have ultimately died. But \$till Live \$trong inside the mind of

-U \* D \* y by=.

I've Only Just Begun. *I've Only Just Begun* I've Only Just Begun



**M**→**e** | **e** ←**t** **M****y**

**Q****u**-**i**\***e**\***y****n**



←INTRODUCING Queen Qui's→ SECRETS←SHH=COOL→

Because you keep asking "what's your secret" well here's your answer

"My secrets are mysterious, the kind told in the night, but no words are spoken. The kind shared but never truly understood.....the kind you get addicted to, not knowing it's already addicted to you.....feel me"

You still wanna know my secret?

Careful what you ask for...It's not just a ride...it's an experience.....

To all my siSTARS and Squares, Travel Well and continue to Look always to the EAST. ".Shh= Cool.. when you see me, don't look at me as a cute lil fox, look at me as that bytch that know how to box, know

about glocs, know about slangin them rocks, know about runnin` from cops and switchin up spots...."

I've seen it all, and done most of it, If you cant come at me with something better than how far you can bend my back you really need not even read the rest of this page!

If on your page is says "School of Hard knocks" I respect that, but please EVERYBODY gets \$hh= Cooled(ucated) by the "Hard Knocks." It's called LIFE. Live it!

(For the slow folks: Everyone has the potential to be great: let me LUV you because you are great, not because you just want to be)

Be the type that's respected in the work world and when you're just chilling, be about your byzne\$\$\$. Ya-da-da-mean I AM the type that will ride shotgun for you even when you not driving.

Song: Teairra Mari→ Make a Gurl Feel

Now you know JeRkIN= go hooride for lil sis;

**\*No goals what so ever in life (eye need a ninja dat`s aspiring for something. Follow Dr. King and Have a Dream).**

Now if you got kids? (I mean babies you actually take care of... no deadbeat dads) No worries! Eye LUV`em! Y`all come as a package deal. I'll take you and them and their \$hh mamas= Cool. As long as you respect my role in ya life and she knows that \*I\* will go Laila Ali on her azz if she roll up on me wrong, it's all good with me. Yeah I walk around like what I got is the best in the world. WHY? Cause it's MINE! I mean if I don't treat it like it's good shyt why would anyone else? I`mma keep it P-I Eye LUV a good tease and Eye can be one at times but that is all in the fun of the chase... Catch me if you can...

There's so much I should have said so much Eye regret not doing so now my friend, Thank you for all the "Off work phone calls" thank you for all the times you got off work tired but you talked to me and kicked it with me anyway just because Eye was wide awake. Thanks for Boston market and movies, and for proving that traveling to \$ -u \*(D)\* yO by= really is not that far. Thanks for making me believe that life really isn't that bad. Thank You for calling to say goodnight and in the morning to



LUV is too strong a word to say it too early, but it has too beautiful a meaning to say it too late!!!

## EYE

### DEFINE ME

I am a beautiful Spirit  
Living in a society that wishes to mold me  
But my self-respect won't allow anyone but myself  
To define me.

Eye \$ee

I don't have a need to be trendy  
Insubstantial judgments rarely do offend me

"I am " who " I am"

I choose freely who I wish to be  
It is not hard to fathom  
How I define me.  
I don't need to speak in Ebonics  
Pretending to be hooked on phonics  
Just to get in where I fit in  
With shallow cliques and deceitful friends  
God made me beautifully articulate, **you see**

And Eye define me.

I don't need anyone standing by my side  
To attain a sense of self-pride  
A strong LUV is a commodity to be known  
But before a man undermines my strengths



Do I possess weaknesses  
Yes, that's for sure  
But what makes me the KING I AM  
Is my ability to endure.

You see,  
EYE define me

Though it's not always done easily  
Because the perils of a weak society  
Often catch us in an unjust propriety.  
They say an educated Black woman  
is something to be feared  
But as she chooses her path and  
defines who she is  
She is something to be revered.  
I was not presented with a silver spoon  
At the time of my birth  
But I didn't wait around for the world to  
determine My intrinsic worth.

\

I chose  
to stand out

Never  
waiting for a  
hand out

I chose never to wait on destiny

When I was perfectly capable of def EYE ning me.

Shh = cool

Intrigued by my intrepidity  
Some ridicule the Spirit I AM  
If it weren't my own sisters and brothers  
Hey, I might not give a damn.

You see, eye define me

Please take off your blinders and see  
This world won't give credit where it's due  
Until you stand on your own  
And decide to

define you.

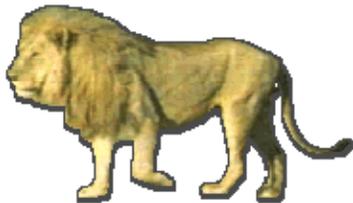
### Note to your boyfriends from your

Please tell me is "chivalry" (def: 1. courtesy towards women 2. polite attentiveness to women) dead? I realize times have changed, but if you're looking for your rights as a Queen you have to be of a King that knows his royalty. Again Eye realize times have changed,  
**News Flash:** Brothas you've missed a couple steps in between 1) the first date, 2) calling her to show your interested (no, we don't expect you to do all of the calling, if she's interested she'll call you too).



uuuuHOOOOOH

have been asked well what's make you an educated male? I'll tell you, eye have been through a lot in my life but everything I have gone thru I have learned from it, and some thangs eye didn't have to go thru other people went thru it for me and I learned from them. So a combination of book smarts with all the street knowledge that EYE pocus makes me the educated male that I AM. Has nothing to do with a college degree, it has to deal with knowing how to play the system to survive in this chaotic world that we live in today. Life is good though, I AM still sharp as a slice of cheese and have no complaints about that at all. I AM handling my business and doing what EYE have to do to survive and also doing what EYE consider to be fun when EYE have free time.



B\*eA\$t\*

A message for all the women who come by my page. DON'T COMPROMISE, there is no point, DON'T LOWER YOUR STANDARDS there is no need to, and last but not least EVERY GOOD MAN IS NOT THE GOOD MAN FOR YOU,

don't feel the need just because a man is a good man that he is the one you need to be with cause that is not the case there are some good people out there that you might not even get along with. So why corrupt your own plans, Do you like failure???



Do you know the story behind the sphinx

Something Funny 2 Me:

It's funny that a person can tell a person a bold face lie and then you find out the truth and the person still denies the situation or topic completely, Karma is a Beast

She has made it clear to me  
Eye will never be enough  
And we will never be  
So Eye try to act tough

But the act is starting to fade  
And my heart is in pain  
From the decisions Eye have made  
Realizing Eye have nothing to gain

Eye have given it my all  
And don't have any more  
My heart has taken the fall  
Fallen like never before

Maybe someday she will see  
Eye love her with all my heart  
And she'll realize it's me  
And it has been from the start



Be yourself and enjoy and respect other's culture. Embrace your similarities and learn from your differences and admire what each other can give. It can be a beautiful thing. There is nothing sexier then an intelligent human. Eye mean nothing! If we can hold a conversation for hours and laugh until dawn, you have my undivided attention.

Of course, Eye believe you have to have a physical attraction to a person, but connecting to someone's heart makes those who are not supermodels beautiful. It is the way you carry yourself. Always be confident. We all must remember that

the perfect body will fade with age. How many have you gotten with a person because her body was so fine and then she turned out to be crazy and selfish? I'm not about to go there but u \$ee it.

Another thing that Eye think is sexy is a spirit that is capable of just being laid back and just being free. So BE YOU. Do not be consumed with trying to impress me or be on the go all the time like me. Someone who worries about having to have this and that and making themselves crazy in the process is just not a turn on. That is why "I" probably will never get "MY" good GuRI. Obtaining things is a process and usually doesn't happen overnight. Be thankful for what you have and build on that and create your future

Eye asked,

"will you love me forever"?

Eye replied "I" promise

Eye asked?

"will you take care of me"?

Eye replied, "I" promise

Eye asked?

"will you love me even if I AM bad?"

"I" replied always

Eye asked?

"will provide for me and love me and give your life for me?"

Eye replied "I" promise

Eye asked why to which "I" replied

God has blessed me with the gift of you, giving me the seed to plant and watch you grow into the handsome, intelligent, beautiful young spirit you are today. See my treasure you are and you will forever be..... **Enjoy my heart**

**I AM very sure of myself. Not full of myself. Eye LUV being in a Motorcycle club and I AM a down-to-earth person, sophisticated and a Spirit who loves to laugh, cuddle and converse. I AM both old and new shh=cool, and appreciate both philosophies.** TELLING THE TRUTH. WHEN YOU'RE IN A RELATIONSHIP THE TWO OF YOU SHOULD BE ON ONE ACCORD AND THAT YOU SHOULD BE ABLE TO COMMUNICATE WITH YOUR MATE ABOUT ANYTHING AND RESPECT THAT PERSONS OPINIONS, DECISIONS, AND VIEWS ABOUT YOUR LIVES TOGETHER.

*SO DO YOU FEEL WHAT I'M SAYING*

**Song: Keyshia Cole should have cheated**

**And oh yeah, by the way, it does get deeper....**

**What is this feeling that has got my head reeling,**

my mind tumbling and free-wheeling....

Down a spiral shaft of manipulated thoughts, caught up in shy smiles and inviting gestures, open, honest, conversations...

This **beautiful eye candy**, rendering silence from the pain, Eye drink of the lyrical **potion dripping** from this mouth again...

Eye **\$ee = a smile** that melts my heart like sugar in the rain, but the desires of my heart **Eye shall retain**....

My mind, body and spirit has been captured; my soul split open like "surgically enhanced cigars"... and he sparked it... and toked of my `herbal essence` ...

Ummm, take me to the planet where you are from, Eye think it may be Mars...when Eye close my eyes I \$ee colors and when Eye look at you I \$ee stars...

Eyes shining like heavenly diamonds in the sky... I AM skipping, tripping.... floating on `Cloud Nine`, blushing, sure that every angel here has seen us.... welcome to Venus...

Its fate that we are from the same identity, I AM entranced by this serenity... this intensity has become apart of me...

I AM stuck on stupidity... but it feels so damn good to me....

Don't remember how all this began, won't analyze it, can't switch plans.... savor his taste, his touch... damn, his hands...

Eye must put emphasis, on this abyss of bliss that we're amidst, that has my mind in a twist.... and enjoying this long kiss...

goodnight...

The essence of a true woman is one who is in touch with her femininity and embraces it. Being feminine is much more than dressing sexy (see pics below),



it's a mentality. She understands her role in the relationship as being the neck that turns the head. She has a fighting spirit in the world, but brings peace to her home front. She has learned to pick

and choose her battles in order to keep the peace in her home. She is by no means a pushover or a doormat, she is aware that she is part of a team and each team member has a certain role to fulfill to make the relationship successful. Her role is to wear the skirt in the relationship while her man wears the pants. Back by popular demand,

here's my tips on having money-wise kids. (small print)

**Does anyone really read this? :) TIPS TO HAVING MONEY SMART KIDS**

Give an allowance, but not for things that should be done. That means don't tie responsibility, good grades or love with an allowance. When responsibilities are not fulfilled, take away privileges not allowance. Give an allowance to take care of their needs and wants and give them the responsibility of managing money.

Make allowances as dependable as your own paycheck. It will teach your children the value of honoring one's obligations.

Take them to open a savings account and have them make a deposit every few weeks  
Tip: Divide the money into three parts-- one for savings, one for spending and one to take to church or for charity. Once a month, the family goes to the bank to deposit the "savings portion."

If a check register is available, teach them how to balance their own checkbook. Kids also learn watching parents. Show them how you pay bills every month.

Offer kids a "pre-paid card". An Example is: VisaBuxx, [www.visabuxx.com](http://www.visabuxx.com). This gives kids a realistic approach and gives a budgeting lesson. Gives kids tools to learn about financial responsibility and managing their own budget making them credit card smart in the long run.

Teach children the difference between wants, needs and needs. This helps develop the independence and self-confidence that children will need later on to say no to anything unnecessary.

Let kids make their own choices on how to spend money, They learn through trial and error. To cut down on confusion, make them a list of what they're expected to pay for. (good punishment option=homework;; work at home,, bills, food allowance)

Don't criticize the purchasing decisions of the child. Instead, offer helpful advice on how the money can be spent more productively.

A note: Check out the 14 year C.U.B.B.Y.H.O.L.E. SHH COOL CRITERION, it offers kids, parents, teachers new tools and games to learn about managing their money.

Your children are individuals. Some will grasp the lessons, others won't. You'll just have to accept that the motivational techniques that work with one child may not have much effect on another. Be creative until you find what works.

## **NEW BANKRUPTCY LAW**

**DONT GO BANKRUPT!!!**

Dreams/Aspirations: To start my own organization that will help young people w/ self development and self image, to be model, and to be a pop/rock star.

"Here We Go".... That was the story of my life when it came to C.U.B.B.Y.H.O.L.E.. But now I AM at peace being by myself until the right one comes along.

IF GOD GRANTED ME ONE WISH, I WOULD WISH TO BE YOUR TEAR SO EYE CAN BE BORN IN YOUR EYE, LIVE DOWN YOUR CHEEK AND DIE ON YOUR LIPS...

!!!Now were did he find that at???

Just a lil food 4 thought.. ACCEPT ME AS I AM FAULTS AND ALL. SEX WITHOUT LUV IS VIOLENCE. IT HURTS MORE THAN A WOMAN CAN BARE, THAT IS WHY IT IS IMPORTANT TO KNOW THAT YOU ARE READY BEFORE YOU DO IT. REMEMBER THAT TEARS ARE NOT A SIGN OF WEAKNESS. AND ALL REAL WOMEN WANT A GOOD MAN THAT CAN MAKE HER SCREAM JESUS ON A SATURDAY NIGHT AND TAKE HER TO HIM ON SUNDAY MORNING.

Don't Take My Kindness 4 Weakness !! JUST BECAUSE I AM BOLD ENOUGH TO TELL YOU ABOUT THESE SUBJECTS DONT MEAN YOU ARE song e40 sprinkle me

1. PERMITTED TO DO THEM, JUST KNOW ABOUT THEM AND WHY YOU SHOULDNT DO THEM!!!
2. DONT MEAN YOU CAN SPILL THEM OFF YOUR TONGUE CAUSE IT CAN GET YOUR HEAD TAKEN OFF.

It is time to give my thoughts on life once again.

Stop thinking you want a good man...You really don't want one. Cause we are all good in our own way for those certain to entertain, ya dig???

Song Erykah Badu Next Lifetime

WILL LUV LET ME

I have for sure learned not to give my luv so freely. eye learned the hard way, but the experience made me wiser. It is hard when you find the one you know is right. But that person doesn't feel the same. How can anyone else replace that void you feel. You luv that person more than anyone you have had in your life. They helped you to **believe** and have hope. Now things have changed...At the blink of an eye your world is not what it was.... Luv iz a BILLtSHHH...Giving up on **believing**--> there is "The One" out there. That way eye won't have to worry about any let downs... That is the Goal.. But will luv let me?

**No** words can even express what I AM feeling inside. A void eye hope time will heal soon. It hurts not to be able to communicate and bond with you, like we used to.

Us sharing conversation meant



more to me than any intimate moment I have ever shared with any woman. You are truly a best friend!!!!!!!!!!!!!!!!!!!!4 rrrreeaaa!!!!

No one ever made me laugh the way you do. You had a way with me that's unexplainable.

In the end eye realized eye couldn't continue being intimate with you. Because the physical acts were only moments that left me alone and empty. *Was a FATHER do you know hat that felt like???* What was missing was us relating to each others family member situation. One thing eye wish is to hear your voice and you share your thoughts and ideas with me. You making me laugh and joking around. Eye miss not having you in my life.

There is no connection like we had before. You said you would always be here and that you weren't going anywhere and eye believe it because you didn't need to say it. Eye knew when eye cut your umbilical chord. But where are you??? I\*\$ee U!!!

Nothing is the same or the way they said it would be..... eye feel like I AM in a bad dream and I can't wake up.

When eye said eye couldn't see my life without you in it.. eye meant it yadadamean and it hurts to have to let go and accept that your gone and out of my life in every way. Song e 40 bootsey is a busta wiz it no gizame.

Eye try to hold back the tears but it's killing me inside. eye feel like eye can't breathe. I AM still in shock like you are standing over me after all of these months saying "that there is no US. Your not here making me smile and laugh. Your not here giving me a hard time and joking around with me. Your not here sharing your thoughts, goals and dreams." Eye miss not being able to conversate with you how you used to stimulate me mentally. Eye miss you so much, my friend my LUVVER. eye don't believe eye could luv anyone like eye LUV QUI and YOU. Eye refuse to open up and let anyone get close to me. No one will compare to you. You brought out the best in me. But you didn't find your happiness with me...It hurts me so much to say it but it's the truth. Eye know Eye don't want anyone else to luv me because it wouldn't be you.

**You'll only keep it simple smith k.i.s.s. me the way eye need to be keeping it simple smith if the mood is right and if you think you are falling in luv. Eye can teach you how eye got my name!!! The real way to teach it to you...**

**Some may say you're old fashioned, but when you kiss, you see stars!**

**One kiss from you, and anyone will be hooked forever.**

**What Your Kissing Style Says About You:**

**You're no prude, but if you're going to get sexual, it needs to mean something. You prefer to take things slow, because it only makes them better in the long run.**

**You're much more likely to find yourself engaged than in some stranger's bed.**

**Your Personal Kissing Matches and Mismatches:**

**You and another Romantic Kiss-tupid-er like you is just pure bliss. You both enjoy the finer aspects of seduction and have the preference of taking things slow. It's practically luv at first site.**

**You'll also find yourself attracted to Juicy Kissers. The way a Juicy Kisser locks eyes with you and draws you in is almost cosmic...**

**Manic Kissers are to be avoided at all costs. These kissers luv to kiss everyone and can never commit to one person. Next! Carnal Kissers aren't your style either. They'll push you for sex way too soon... and get very upset when they don't get their way. You`re fiery, independent, and the best anyone's ever had.**

**You`re so hot that you drive everyone wild with sexual frustration.**

**You`re a total star when you're on top, but you also need to be impressed in bed.**

**Aries, you are head strong, spoiled, fiery in temperament, and fiercely independent.**

**You always want to be the best anyone's ever had, and you'll spend all night convincing your lover that you are.**

**Don` t worry you usually are the best anyone has ever had.**

**When you get down, you don` t leave out anything.**

**Sexually, you're a leader and very sure of yourself.**

One of your favorite positions is being on top, where you can move freely - while letting your lover observe you orgasm.  
 Sex with you is always exciting.  
 You start with teasing, playful seduction - that always drives your lover wild with frustration.  
 You always deliver though!  
 You love being over powered, and you respond to a strong sexual appetite with equal fervor.  
 The confident lover who can give you breath taking, powerful sex will have you eating out of his hand.

## The Light

Where is the light of the world? When we find that light can anybody put it out? What makes the light stay? Any given day, glad you dropped by... Good day, Good afternoon, and Good night! eye always try to give back a little to you, and that is why eye have shared attractiveness with you. Eye did not write attractiveness however, and therefore have just found something that is equally as special to bless you on my \$trip today...though inspired, yes, eye wrote it myself! and it is \$ooooooo deeeeeeeeeeeep! To wide to cross and too deeeep to jump head first into it if you aint born into it, you wa\$, and will always eat at the table with the tribe!!!

Attractiveness is so special that eye did not remove it, eye only sped it up a bit. It is still up there if you are not attractive yet....smile! eye LUV u too!!! Song 50 cent piggy bank

Eye did not think that it was going to be special, but it turned out to be phenomenal.

Sometimes you may may misunderstand it....but really try. It will not work if check out the treasures

understand it, sometimes you if you have time really you do not go of

\$- u \*D\* yo 3y=,



Isn't Chat phenomenal! And keep it that way for you also!

Now this can take so many directions, are at least good, but if you come out balanced after reading it, you are PURRFECT, almost:\*)!

we going to

eye hope you

Isn't that great!

Ready, here we go!!!! The potion= \$- u \*D\* yo 3y=, 1-0.8-2,  
3,94\*+7=6 5hh-cool

PLEASE STAY

Black and White  
Brown and Cream  
1 square  
4 squares  
Pawn in the castle

Left right  
Right left  
Slide rule  
No pace backwards  
Four corners

Move  
My space  
Still in the race  
Black and White  
Brown and Cream

Four corners  
"Queen of the Knight"  
King and the Bishop  
Pawn in the castle.

Two Pawns left  
Queen and Bishop  
Castle and the King  
Four corners

Move 1 space  
Slide across the board  
Castle takes Knight  
Four corners  
sharp

L-SAT  
Last Knight Stood  
Queen protected  
Bishop Wood  
King gone  
I \$ee u still  
Check Mate.....No.

Pleaaaaassase Staaaayyy!!!!!!!

Attractiveness:

PEOPLE ARE PLACED IN OUR PATHS NOT BY  
COINCIDENCE BUT, BY REASON...

EYE ENJOY BEING AROUND PEOPLE THAT THINK &  
SPEAK POSITIVE.

CLUB HOPPING, EYE DON'T DO!! WORKING HARD TO  
SUCCEED IS WHAT EYE DO.

EYE DON'T ASK FOR ANYTHING THAT EYE CAN'T  
AFFORD FOR MYSELF.

"See...there's this place in me... \$- u \*D\* yo 3y=, 1-0.8-2,  
3,94\*+7=6 5hh-cool

where your fingertips still rest....your kisses still linger....and  
your whispers softly echo.....

It's where a part of you will forever be....a part of me" This is  
the truth-but eye won't take credit for writing it :)

BYTCHOLOGY

When eye stand up for myself and my beliefs, they call me a  
bytch.

When eye stand up for those I love, they call me a bytch.

When eye speak my mind, think my own thoughts or do things  
my own way,

they call me a bytch.

Being a bytch means eye won't compromise what's in my  
heart. It

means eye live my life MY way. It means eye won't allow anyone to step on me.

When eye refuse to tolerate injustice and speak against it, eye AM

defined as a bytch.

The same thing happens when eye take time for myself instead of being

everyone's maid, or when eye act a little selfish.

That means that eye have the courage and strength to allow myself to be who eye truly AM and won't become anyone else's idea of what they think eye "should" be.

I AM outspoken, opinionated and determined. Eye want what eye want and there is nothing wrong with that!

So try to stomp on me,

try to douse my inner flame, try to squash

every ounce of beauty eye hold within me. You won't succeed.

And if that makes me a bytch, so be it. Eye embrace the title and am proud to bear it.

Daddies GuRIZ

The Keys to Your Heart = USUALLY ARE OFF THIS CHAIN

You are attracted to those who are unbridled, untrammled, and free.

In love, you feel the most alive when your partner is patient and never willing to give up on you.

You'd like to your lover to think you are loyal and faithful... that you'll never change.

You would be forced to break up with someone who was emotional, moody, and difficult to please.

Your ideal relationship is lasting. You want a relationship that looks to the future... one you can grow with.

Your risk of cheating is zero. You care about society and morality. You would never break a commitment.

You think of marriage as something precious.

You'll treasure marriage and treat it as sacred.

In this moment, you think of love as something you thirst for. You'll do anything for love, but you won't fall for it easily.

Lady's  
1.If a  
says their  
anything  
their



AND MEN  
man/lady  
not looking for  
serious, take  
words

seriously.

3.Men will do whatever they have to do to get what they truly want. So ladies you shouldn't have to work hard if he truly wants you.

2.The man/lady who is right for you will pursue you.

3.The right man/lady at the wrong time can be just as awful as the wrong man/lady at any time. **How Are You In Love**

4.The man/lady in your life should not desire to move into your house, only into your heart

You fall in love quickly and easily. And very often.

5.Remember all garments look wonderful hanging in the store, but with wear, some begin to unravel.

You tend to give more than take in relationships.

6.Is the man/lady in your life guided by sense of destiny and purpose.

You tend to get very attached when you're with someone. You want to see your love all the time.

7.Any relationship that causes you to feel unworthy, unlovely, unacceptable, undesirable, or that you have to work for love, is too expensive!

You're secretly hoping your partner will change for you.

You stay in love for a long time, even if you aren't loved back. When you fall, you fall hard.

\*\*\*\*\*

PLEASE REMEMBER ANYTHING WORTH HAVING COST!!

EYE HAVE GROWN FROM D.I.S. boi TO A B.O.\$\$. MAN AND EYE NOW KNOW WHAT THAT SAYING MEANS (EYE ONCE WAS BLIND BUT NOW I\* SEE) AND EYE HAVE A DEAR FRIEND TO THANK.

YOUR WORTH IT I\*SEE UH.

Know you are somebody. Associate with those who will validate your existence. Those who do not give you positive input and positive vibes do not deserve to be in your presence.

Cubby

Luv 1/0. u

**And Datz Da Byzness**

