

## COMP FRAUD LANDS JAILER IN THE CLINK

A former Folsom prison guard will be seeing the other side of the cell door after being sentenced to seven years for fraud in a worker's compensation and disability case.

Former guard June Ann Lucena collected workers comp benefits and a disability pension even though she was fit enough to enjoy sun-soaked afternoons at area water parks and beaches, Sacramento County, California prosecutors said. Surveillance tapes showed Ms. Lucena on water slides and a Jet Ski despite claiming to have a disabling back injury.

Her injuries stemmed from a 16-to-20-foot fall from a guard tower in 1999, for which she underwent surgeries in 2000 but complained of chronic back pain that kept her from returning to work. However, prosecutors said, she was seen a month later at Oakwood Lake Water Park in Manteca, Calif. Two years later, she was spotted at the same water park going down water slides and



Folsom Prison



just one day later riding a Jet Ski at Folsom Lake.

Meanwhile, she collected more than \$300,000 in workers comp and disability payments from the California State Insurance Fund and the California Public Employees' Retirement System.

Ms. Lucena, who was convicted of 14 counts of insurance fraud and making fraud-related statements in her workers comp and industrial disability retirement claims, was sentenced to prison in late August.

## One of These Seven Things Will Motivate Any Employee in the Company

It's a fact: Different needs motivate different people. Some crave power, others want money. Some want constant praise, others to be left alone. It's crucial for managers to figure out what motivates individual employees. Ninety-nine percent of employees are motivated by one of the following seven needs:



- The need for achievement.** These employees want the satisfaction of accomplishing projects successfully. They want to exercise their talents to attain success. They are self-motivated if the job is challenging enough, so provide them with the right work assignments and they will consistently produce.
- The need for power.** These employees get satisfaction from influencing and controlling others. They like to lead and persuade, and are motivated by positions of power and leadership. Give them the opportunity to make decisions and direct projects.
- The need for affiliation.** These employees derive satisfaction from interacting with others. They enjoy people, and find the social aspects of the workplace rewarding. Motivate them by giving them opportunities to interact with others: teamwork projects, group meetings, and so on.
- The need for autonomy.** These employees want freedom and independence. Allow them to make their own choices, set their own schedules, and work independently of others.
- The need for esteem.** These employees need recognition and praise. Give them ample feedback and public recognition whenever possible.
- The need for safety and security.** These employees crave job security, a steady income, health insurance, and a hazard-free work environment. Give these people predictable work with little risk or uncertainty. Also, salary and fringe benefits are very important to them.
- The need for equity.** These employees want to be treated fairly. They probably compare work hours, job duties, salary, and privileges to those of other employees – and will become discouraged if they perceive inequities.

## EXPERTS SAY IGNORE HURRICANE PREDICTIONS

Affirming what several other agencies and authorities have predicted, ReAdvisory released a study that predicts increased hurricane activity for the 2007 summer. But in a departure from other agencies and organizations, the company avoided making exact activity calculations, saying that those kinds of predictions should be ignored.

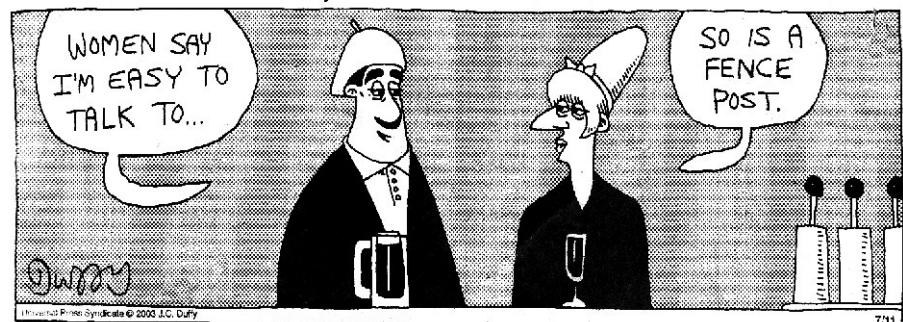
The report, titled "The 2008 Atlantic Hurricane Season: Pre-Season Topics," identified several key reasons why 2008 will be an active season, including warmer-than-average Atlantic sea-surface temperatures and decreasing wind shear over the Atlantic basin that results from the formation of La Niña. The report also predicts that more hurricanes will form in the Caribbean and Bahamas, which increases the likelihood of a storm making landfall. That theory was proven, given the pre-season appearance of Subtropical Storm Andrea and the arrival of Tropical Storm Barry on the very day

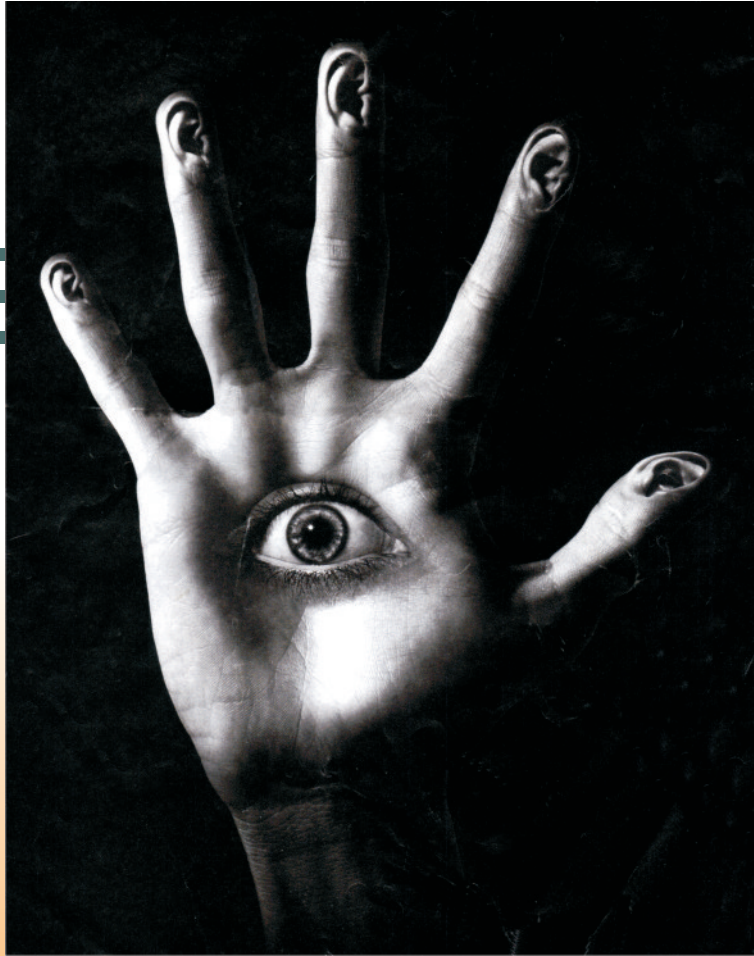
hurricane season began, June 1. In a release, ReAdvisory's Senior Vice President Dr. Steve Smith said, "Keeping that year's relatively benign season in mind, we think that an active season – along the lines of the 1995 and 2004 seasons where we experienced between five and six Category 3 storms or above – is a distinct possibility."

"It is our view the precise predictions of the number of storms should be ignored," said Smith. "Predictions of the actual number of hurricanes are lacking in skill and disregard the unpredictable nature of climate systems. Underlying climatic conditions can offer us guidance, but we should not pretend they can give us exact answers."

## Comedy Corner

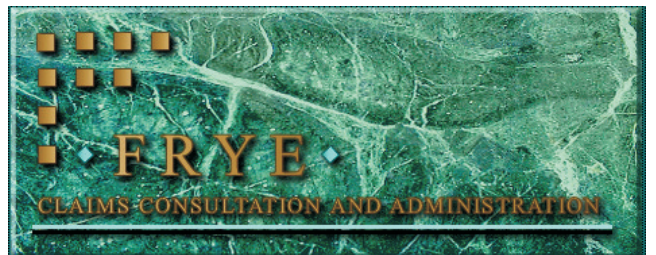
The Fusco Brothers J.C. Duffy





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