

AN OPEN LETTER FROM
SAKS FIFTH AVENUE
ABOUT WORKPLACE SEXUAL ASSAULT...
AND WHAT WE CAN DO ABOUT IT.

TO OUR CUSTOMERS, EMPLOYEES AND LEGISLATORS:

Sexual assault in the workplace is an issue none of us can afford to ignore. At Saks, we are deeply aware of the concern about this matter on the part of our employees and our customers, the vast majority of whom are women. Safety and security are of the utmost importance to them...and to us.

That is why we want you to know the facts about an incident that occurred at Saks, which has been reported in the media. In 1994, one of our female employees was the victim of sexual assault by a co-worker. Although we conducted a background check of the assailant before employment—a policy we had practiced long before it was required by law—his prior record of sexual assault in another state was not discovered. Until the incident, Saks received no complaints of sexual misconduct by the assailant. We responded to this crime with sensitivity and compassion, and tried in every way possible to alleviate the suffering of the employee against whom the assault was committed. We also urged the prosecution of the assailant, who is now in jail.

The present New York State legal system limits the rights and remedies available to victims of sexual violence on the job.

The current law essentially states that if employees suffer personal injury due to a sexual assault which occurs on the job, they must pursue legal action first through the Workers' Compensation system. Those employees now do not have the right to pursue civil actions, until after the Workers' Compensation proceedings. Also, insurance companies often maintain that these cases must go through the Workers' Compensation system because of the current law.

We at Saks believe that anyone who has suffered sexual violence at work should have full recourse through the legal system.

Fortunately, there may soon be a solution. New legislation known as the "Protection in the Workplace Act" is pending before the New York State Senate and Assembly. If the Act becomes law, a worker's right to pursue civil actions in cases of personal injury caused by sexual assault on the job would no longer be limited to the Workers' Compensation system. This would enhance the rights of employees in an important way. And, it would help employers by clarifying the proper legal channels available in these cases.

Saks Fifth Avenue supports the proposed "Protection in the Workplace Act"—and encourages the members of the State Senate and Assembly to vote FOR granting full legal rights and remedies to individuals who suffer personal injury due to sexual assaults in the workplace.

Firms Invoke Workers' Comp Law Even in On-the-Job Assault Cases

By FRANCES A. McMOORIS

Staff Reporter of THE WALL STREET JOURNAL

A female manager at Saks Fifth Avenue who was raped twice by a store security guard would appear to have an ironclad negligence case. The security guard, who is now in prison for sexual assault, had been convicted of violent sex crimes before the store hired him.

But Saks, a unit of Bahrain-based Investcorp, has asked a judge to dismiss the woman's lawsuit, contending that her only recourse is to pursue a workers' compensation claim. That would limit the damages she could receive to lost wages and medical expenses, far less than a jury might award. The Saks case is still pending in state court in New York City.

But many businesses, it turns out, are successfully using that argument to limit their liability in on-the-job assault cases. That's because workers' compensation laws in most states bar employees from bringing negligence claims against companies.

"Employers have figured out that they can use workers' compensation on almost everything," says Lewis Maltby, director of the workplace-rights office of the American Civil Liberties Union. "Now, it really is standard operating procedure. The plaintiffs' bar is terrified of this."

Still, some courts have signaled concern about the trend and have allowed workers to pursue lawsuits, particularly in cases involving sexual assaults. In a 1991 ruling, for example, the Ohio Supreme Court said, "It would contravene the legislative intent behind the workers' compensation laws for this court to hold that those laws provide the exclusive remedy for victims of workplace sexual harassment." The court allowed a woman to pursue negligence charges against a paint store whose manager allegedly molested her. Florida's highest court also has said that it couldn't find "that acts constituting sexual harassment were ever meant to fall under workers' compensation."

Workers' compensation systems date from the early part of the century and were designed to provide victims of industrial accidents with compensation for lost wages and medical bills. At the time, workers rarely won negligence cases. That's because employers argued that they accepted such risks as heavy machinery falling on their hands and feet when they signed on for the job.

The idea behind workers' compensation was a no-fault compromise. Employees would be guaranteed swift redress for their injuries. Employers would avoid the possibility of a jury verdict. The systems, which vary from state to state, are financed primarily by insurance premiums paid by employers.

"Traditionally, workers' compensation was for garden variety accidents and injuries," says the ACLU's Mr. Maltby.



But he says workers who are assaulted on the job don't want their cases handled in the workers' compensation system because the payoff is so paltry compared with the possibility of a million-dollar jury verdict.

Still, workers' compensation may be advantageous for employees in some assault cases, says Richard Victor, executive director of the Cambridge, Mass.-based Workers Compensation Research Institute, because large lawsuit verdicts can be a gamble. "That's more like winning the lottery than meeting the needs of people who are victims," he says. "You just can't count on it."

In her lawsuit, the 27-year-old former Saks manager, who requested anonymity, is seeking \$50 million, plus punitive damages intended to punish or deter wrongdoing.

The woman, who worked as an assistant manager for men's furnishings at the chain's flagship store on Fifth Avenue in New York, claims the retailer negligently hired, retained and supervised her attacker. By conducting a more thorough investigation of his background before hiring him, she says, the store would have uncovered a previous sexual-assault conviction. She also alleges that he had sexually harassed another woman at Saks before she herself was raped in her office on Feb. 8 and 13, 1994.

The manager was too traumatized to report the first rape, says her lawyer, Elizabeth Mason. It was only after she was attacked again five days later and had an emotional breakdown that she went to the police.

Saks's attorney, Wayne Glaubinger, says that the retailer "doesn't comment at all on any pending litigation."

But in court papers, he cited a number of cases in various states to demonstrate that workers' compensation is the sole remedy available to the former manager. The store also has filed a claim with the New York State Workers' Compensation Board. Allowing a lawsuit to go forward that claims the woman's injuries "didn't arise out of and in the course of employment . . . would render meaningless the entire workers' compensation system," Saks contends in its court filings.

But in her court papers, the former manager argues that if Saks prevails, the Workers' Compensation Board will have to determine "that an executive's being raped on the job is a direct risk of both her job and the work she was hired to do."

In an affidavit, the woman says her attacker had made clear to her on various occasions that he wanted a sexual relationship with her and that the rapes occurred because she refused.

She says in the papers that her attacker was indicted on charges of rape and sexual abuse and later agreed to plead guilty only to the lesser charge of sexual abuse.

In her lawsuit, the manager is also alleging that Saks intentionally failed to take action against the guard or warn or protect her from him. That claim, if the court allows it to stand, would enable her to pursue the case in court rather than in the workers' compensation system. Saks claims the woman waited too long to make that claim.

Workers' Comp Is No Remedy For Rape at Saks

Bad enough that Saks Fifth Avenue would hire an undercover security guard previously convicted of sexual assault.

Bad enough that the guard would rape a young female executive in her office at the famed department store.

And bad enough that Saks would unleash a powerful legal barrage — successful, up til now — to block the young executive from suing the store.

What's even more galling?

"The thought that something like this will happen again — to another woman, another time. I can't bear the thought."

That's the former Saks executive, speaking in the course of a long interview. She's only 27 now and trying to get her career back on track. So far, she hasn't had an awful lot to say about her own frightening case. Her lawyer, Elizabeth Mason of Manhattan, has done most of the talking. But that's about to change.

This young woman has a goal now, a goal that goes beyond the legal wrangling in her own claim against Saks.

"No woman should have to worry about being raped at work," she said. "The way the law is now, it's much too easy for employers like Saks to hide."

The New York State Workers Compensation Law was written for painters who fall off ladders and factory workers whose hands get caught in machines. But the law has another, little-known effect: It all but insulates employers from responsibility when a worker is raped on the job.

That part of the Workers Comp Law may well get changed in Albany this year. And this young woman wants to make sure it does, even if that means talking publicly about some hugely painful stuff.

"I haven't been talking about this to anybody — except my therapist," she said. "The experience has altered every facet of my life. My family life. My personal life. My social life. My career. My mental well-being is very up-and-down. I still have nightmares. I just had one Saturday night."

Even her personality has been touched.

"I'm definitely not as social — not as outgoing as I used to be," she said. "I carry myself differently. I'm more defensive. It's very hard to feel comfortable with men. I never felt so skeptical before."

The basic facts of the case aren't in much dispute.

Joseph Smalls, 30, was hired by Saks as an undercover security officer at the flagship store. The Saks

background check, such as it was, did not turn up the fact that he had been convicted in Kentucky of sexually abusing an 11-year-old girl.

And one afternoon in 1994, as the store was clearing out, he cornered the young female executive inside her office and raped her there. A few weeks later, he did it a second time.

This isn't one of those cases where outsiders can easily speculate: Did she ask for it? Did she lead him on? Wasn't she slow in reporting? Isn't there another side to this tale?

No, not this time.

Working with the Manhattan district attorney's office, the victim ran a secret tape recorder. She caught the security man on tape, admitting what he had done.

He was arrested. He pleaded guilty to sexual assault. He is doing 1½ to 4 years.

So where does this leave his victim? In a legal abyss, that's where.

Her case has now been sent to the Workers Comp Board. The lawyers for Saks convinced a Manhattan judge to send it there

on April 30.

"We are just following the law," said Joan Krey, the general counsel at Saks. "We are an employer like any employer in New York. We are following the law."

And the law, according to the Saks attorney, says Workers Comp.

"We truly believe we were not negligent," Krey said. "We remain very concerned about her well-being. We are actively trying to settle the case."

All of those assertions, of course, are hotly contested by Elizabeth Mason, the woman's attorney. "From the beginning, Saks has tried to evade responsibility here. They are still doing that."

Mason is fighting that in court and pressing the cause in Albany.

A bill has been introduced by Sen. Serphin Maltese (R-Glendale), Sen. Catherine Abate (D-Manhattan) and Assemb. Catherine Nolan (D-Ridgewood).

The bill says sex crimes should be treated differently from tumbles off ladders and other workplace accidents. It would allow people who are sexually assaulted at work to sue, in court, if several restrictions are met.

The perpetrator would have to be convicted for his crime.

The employer would have to be negligent in hiring or keeping the attacker.

And the victim would have to prove damages to the court.

"It would bring some justice to victims in cases like mine," the woman said. It would put the employers on notice: "You can't let those kinds of things happen to your workers. It would be a start."



**Ellis
Henican**

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Jane Doe vs. Saks

Is Getting Raped at the Office Just Another On-the-Job Injury?

BY SARAH SMITH

For many people, walking through the doors of Saks Fifth Avenue feels like stepping into a dreamworld. But the image that has made the 72-year-old department store a New York institution has grown more fragile lately in the aftermath of revelations that the store was the scene of a sexual assault. Some two and a half years ago, a young female executive at Saks was raped by a fellow employee who, it was later discovered, had two felony sexual abuse convictions. In recent months, news of the incident and a battle over a \$10 million lawsuit the victim has filed against the store has made Saks the unlikely focal point of women's concerns about vulnerability in the workplace and their right to recourse against an employer who puts them in unnecessary danger.

When "Jane Doe," a 25-year-old college grad, landed a job at Saks Fifth Avenue, she couldn't have been more excited. "I wanted to work for a prestigious, big, fancy, classy department store where there was growth potential. I loved everything about Saks, including the address." Although she was hired as a low level executive, she was confident about working her way up the ranks, perhaps one day becoming a buyer. But this young woman, whose sureness of spirit comes through despite a devastating trauma, couldn't have imagined what would get in the way of her aspirations.

"The thought never occurred to me that I would be working with a convicted rapist," she reflects. (Though her assailant was previously charged with rape in another state, he pled guilty to two counts of sexual abuse.) Less than a year into her job at Saks, her career came to a grinding halt when she was assaulted and raped on two separate occasions by Joseph Smalls, a "security associate" who had been employed by Saks since 1992. According to Elizabeth Mason, the woman's attorney, Smalls, who was responsible for detecting potential shoplifters, had been paying an increasing amount of unwanted attention to her client in the months leading up to the assault. Mason says the young woman complained about his behavior but that nothing was done. Saks denies any knowledge of those complaints. The company also says it was unaware that Smalls had been convicted of two sex-

ual felonies in Kentucky just three years before he was hired by Saks, a fact that emerged only after he was accused of raping the executive. Once again, Smalls ended up pleading guilty to a reduced charge of sexual abuse for his attack, and he is now serving two to four years in prison.

Today, the young woman who

other employees. Krey insists that a thorough check of Smalls's background was done when he was hired, but that their investigation, which was conducted by an outside firm, yielded the same results as the state's would have since Smalls was convicted in Kentucky.

Although Saks was not legally

tem is based on a no-fault principle, so that regardless of who is responsible for a workplace injury, the employee is compensated if the claim is approved. Surprisingly, the workers' compensation defense is frequently used by employers facing negligence claims, according to employment-law attorneys. If Saks's workers' compensation claim

were found to be valid, the victim would only be entitled to payment of medical expenses and a portion of her wages for the time that she was unable to work because of what happened—a far cry from the \$10 million she is seeking from Saks in her civil suit. And because workers' compensation is a no-fault system, there would be no legal consideration of what the victim believes was grossly negligent conduct on the part of Saks.

"I've been soured," she says, reflecting as much on the rape as on what she feels has been Saks's insensitive handling of the incident. "I have yet to be treated like a victim in a heinous sex crime. Saks hasn't shown me any compassion." After the rape was reported, she remembers officials at the store initially expressed skepticism about her story, and that they

seemed unresponsive to the gravity of her distress. Once it was established that she had been raped, she remembers the first question from company officials was "How much vacation time do you have?"

Saks insists that the suggestion of vacation pay was just a way to assure that she would be kept on payroll until a longer-term solution was reached. Krey emphasizes that had she returned to work, any days that were used for that purpose would have been restored. "We would have never made her use vacation for compassionate leave. From the day she left, she was on paid leave." But according to her attorney, the victim remembers a delay of about four to six weeks before she was informed that she would receive disability benefits, and felt the suggestion of vacation pay was insensitive.

Saks says they did not suggest that she apply for workers' compensation at the time, raising questions about the company's current claim that by law they have no choice but to refer her case to workers' compensation. "There wasn't any need for it," insists Krey, because at the time the company was covering her under its disability plan. Ultimately, Jane Doe decided to resign. "I had to leave Saks, I didn't have any choice in the matter," she explains.



The victim's mother at a rally in front of Saks Fifth Avenue supporting the workplace protection bill.

thought she had found the ideal job no longer works at Saks. Although she remains in the fashion industry, the enthusiasm and hope she once had is lost as she struggles just to get through each day.

"Honestly, it's hard to have a handle on my career. I'm content. I'm paying the bills. But I have to think, 'Would I be happy in my job if I weren't so preoccupied and upset about everything else?' That applies to just about every aspect of my life."

She filed the lawsuit against Saks because she believes they could have taken action to prevent what happened to her. Saks, contends Mason, should have known about Joseph Smalls's criminal history. She insists they would have had access to his record if they had simply run a fingerprint check through state files. Furthermore, she says, Saks was aware of problems with Smalls's conduct toward women. Her client and other female employees—including one woman who told *The New York Times* that Smalls once cornered her in an elevator and groped and kissed her—complained about Smalls, but management took no action.

Saks, through its counsel, Joan Krey, tells a very different story. They say they have no record of complaints about Smalls from Jane Doe or any

obliged to do so when Smalls was hired, a law that went into effect in January 1994 required that all security guards be registered with the state. That registration process included submission of fingerprints to be checked against New York State records. The law allowed Saks until September 1994 to register him. By then, he had already been fired, not for the assault, but for lying on his application about his criminal history.

Although both sides are far apart in their perception of events, questions about what Saks did or didn't do to protect the welfare of its employees may never be fully explored, as a result of legal maneuvering on the part of the store's attorneys. Saks has chosen to defend itself against the negligence suit by arguing that the claim is barred by the state's workers' compensation law because the assault occurred on the premises and that both were employees of the company. In essence, Saks is arguing that the rape was an on-the-job injury, a natural risk of employment, which, by definition, is covered under workers' compensation. It's somewhat ironic, in light of recent damage awards for sexual harassment won by women, that some rape victims would not have similar recourse in civil court.

The workers' compensation sys-



Fifth Avenue B&N, July 1: "Butt Man" dogs the Doles.

Saks officials counter that they wanted her to return to her job and that they never pressured her to make a decision. "We were very concerned about her. It was a difficult time for all of us. We did the best we could," says Krey. "We were surprised when she filed the lawsuit," she adds.

Right now, the suit against Saks is in limbo, while Jane Doe waits for a hearing before the workers' compensation board, which could take months.

ONCE IT was established that she had been raped, she remembers the first question from company officials was "How much vacation time do you have?"

In the meantime, publicity surrounding the case has drawn outrage from politicians, and women's and victim's rights advocates who object to the notion that rape could be put in the same category as falling off a ladder or carpal tunnel syndrome.

"To say that rape on the job is part of the job is completely unacceptable," says Anne Connor, president of NOW-New York City, whose organization has recently taken up the victim's cause in the Saks case. In addition to staging periodic pickets outside the store, NOW is supporting proposed legislation in Albany that would prevent employers from using a workers' compensation defense in cases of sexual assault. The Protection in the Workplace Act passed the Assembly by a unanimous vote in June, but its fate is unclear in the Senate.

That may be just as well for a probusiness Senate that would have

been caught between election year obligations to business supporters and fear of the negative reaction to a vote against crime victims. Insurers and business groups have expressed reservations about the precedent the bill would set, creating exceptions to workers' compensation's no-fault provision. But the bill's supporters argue that workers' compensation was never intended to be a remedy for the crime of sexual assault. They say the lack of clarity in the law has left victims without satisfactory compensation for their suffering, while providing a false shield for employers.

Despite the fact that they might benefit from the status quo, Saks Fifth Avenue, surprisingly, counts itself as one of the reform bill's supporters. They made that point loud and clear with a full-page announcement in the *Times* this spring, pledging their support for the bill and lamenting the constraints current law puts on sexual assault victims' ability to seek remedies. The victim, needless to say, questions their sincerity.

"They are fooling the public into thinking that they don't have a choice. If they really support this legislation, then prove it. Drop my case out of workers' comp."

Joan Krey says that Saks is actively trying to reach a settlement with Jane Doe: "We have deep sympathy for her. We'd like to see her get some early compensation." And workers' compensation is by no means the route to "early compensation." Mason expects to wait several months before a hearing about her client's case is even scheduled. After the hearing, it could be in appeals for up to five years.

But no matter how long it takes, this Jane Doe vows she won't give up. "I'm not going anywhere," she says. ♦

Pataki's AIDS Drug Ruse

You've heard of a wolf in sheep's clothing. Well, for people with HIV, Governor George Pataki is a thief in a Santa costume.

Last week the governor announced that the AIDS Drug Assistance Program, which subsidizes HIV medicines, would pay for the highly ballyhooed new drugs called "protease inhibitors." Because those drugs start at about \$5000 a year for each patient, that was welcome news.

But Pataki was seeking credit for a gift he didn't give. The governor was merely passing on \$9 million the feds had added to New York's ADAP budget, in part because of the expensive new drugs.

What Pataki actually has done is take away 129 drugs from the ADAP pharmacy. That's 70 per cent of the total. The drugs his administration nixed are a lot less flashy than the protease in-

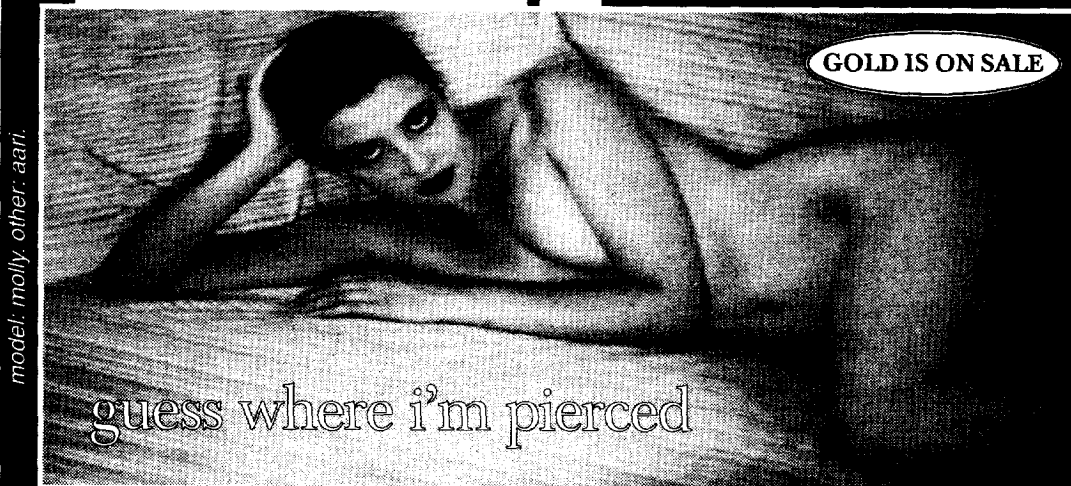
hibitors, but they extend and improve the lives of people living with AIDS. They stop diarrhea, kill parasites, fight bacterial infections, correct life-threatening blood disorders, and stanch the terrible weight loss that can make AIDS patients look like concentration camp survivors.

AIDS advocates are struggling to get the drugs restored. ADAP was designed as a federal-state partnership, and the feds have done their share, says Derek Link of Gay Men's Health Crisis. So activists are focusing on the state, which currently contributes a paltry \$400,000. There are signs of progress. The Assembly has promised to allocate \$15 million, which would restore all the drugs. The Senate has committed to pony up \$4 million—not enough, but better than the governor. He hasn't committed a single state cent.

—MARK SCHOOF

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Business

QUOTE OF THE DAY

'Employers have to stop using worker's comp as a shield when negligence in the work place results in rape.'

REP. CAROLYN MALONEY, on Saks' efforts to thwart \$10 million suit brought by sexually assaulted executive

Saks settles sex suit

Victim triumphs in worker's comp dispute

By DOUGLAS FEIDEN

Daily News Business Writer

Saks Fifth Avenue has quietly settled a high-profile lawsuit brought by a senior executive who was sexually attacked inside the flagship store in 1994.

The swanky retailer — which tried to make the assault a worker's compensation case — agreed to pay an undisclosed amount to the woman, who had sued for \$10 million in damages stemming from the assault.

Both sides refused to provide details, but a source said the settlement involved a "substantial cash payment."

The deal ended a contentious two-year battle that culminated in a boycott threat from women's groups who were incensed over the way the department store handled the assault by a former security guard.

Saks had initially moved to dismiss the case on the grounds that the attack fell under worker's comp, which covers all job-related injuries.

But in the settlement, which was hammered out with the former executive last month, Saks said it would drop its controversial worker's comp de-



THE STYLISH, Fifth Avenue retailer's defense spurred Rep. Carolyn Maloney (left) with state Sen. Catherine Abate to draft countering federal and state legislation.

fense in sex crimes.

"Saks finally did the right thing," said Anne Connors, president of the National Organization for Women's New York chapter.



Late last year NOW had urged Anne Klein, Donna Karan, Liz Claiborne and several other top fashion designers to stop doing business with Saks — and warned they, too, could become boycott targets if they refused. NOW said Saks was telling its female employees that rape was just another job hazard.

"Saks is a big name and a trendsetter — and we didn't want to see this worker's comp trend get set," said Connors.

Saks wouldn't comment on whether the boycott threat prodded it to settle with the victim, who is now 27.

"We had a mediation process in place for some time and we are happy it resulted in an amicable settlement with our former employee, which was our goal from the outset," said Joan Krey, the retailer's general counsel.

The victim was an assistant manager at Saks in 1994 when she was attacked twice in one week at the Manhattan store by a Saks guard with two prior sexual assault convictions. The guard was later convicted on lesser sexual abuse charges and he remains imprisoned.

Saks' defense in the case spurred Rep. Carolyn Maloney (D-Manhattan) and state Sen. Catherine Abate (D-Manhattan) to draft federal and state legislation that would bar employers from invoking worker's comp in sex crimes and allow workers to sue employers in federal court for negligence in sex crimes.

"Employers have to stop using worker's comp as a shield when negligence in the work place results in rape," Maloney said yesterday. "It's a terribly sad day in America when rape is considered all in a day's work."

Two bowling 'em over at Silicon Alley

GEORGE MANNES

Daily News Business Writer

A couple of hot, new media companies are staking out a larger chunk of Silicon Alley for themselves.

The Myriad Agency, which develops Web sites and does Internet consulting, is taking advantage of recent stumbling by Prodigy to take over its swanky space at 632 Broadway.

And across the street from Myriad's new digs, Jupiter Communications, a research firm specializing in the consumer market for online and interactive services, has expanded.

When it took the lease to 632 Broadway in 1995, Prodigy made more than \$600,000 in improvements to the site that Myriad is now grabbing.

The White Plains-based online service, which is remaking itself as an Internet service provider, abandoned the offices after shelving plans to turn it into a hothouse of multimedia development.

The 10,000-square-foot space is "SoHo like people dream it can be," said Adeo Ressi, president of Myriad.

The firm does consulting for such companies as Sony, National Geographic — and Prodigy.

Across Broadway, Jupiter has expanded at 627 Broadway by knocking down the wall into 625 Broadway next door.

The expansion added 7,000 square feet to the 10,000-square-foot space that Jupiter moved into a year and a half ago.

The renovations cost about \$15,000, the company said.

Jupiter, which organizes conferences and publishes newsletters and research reports, has grown from about 35 to 70 full-time and part-time employees over the past year, according to managing director Kurt Abrahamson. It has added 10 sales staffers in the past six months, Abrahamson said, and it bought Webtrack, another research firm, in May.

"We see the consumer market going from ten per cent to one-third of U.S. households by the year 2000," Abrahamson said. "As the market grows... there is the demand for the information that Jupiter has to offer."

IBM shortcomings a Dow-ner

NASDAQ and the S&P 500 were record-setters yesterday, but IBM dragged the Dow Jones industrial average lower amid disappointment that Big Blue's earnings results weren't as robust as other technology bellwethers.

The Dow fell 33.87 to 6,850.03, but would have shown a gain on the day if not for IBM's plunge. The computer giant's stock tumbled nearly 13 points — or the equivalent of about 36 Dow points — before recovering in late trading to close down 10 at \$158.

IBM's stock had risen more than 30 percent in the past three months to its highest levels in nine years and recently was nearing its all-time high of \$175.87 1/2. Its fourth-quarter profit grew 18.3%, beating many projections. But revenue growth and profit margins failed to meet expectations, prompting several brokerages to lower their investment ratings and earnings estimates.

The S&P 500 soared to 786.23, and the NASDAQ jumped to 1,388.06.

The Associated Press

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Get FREE Weekends for 6 Months*

FREE
Cigarette Lighter
Adapter with this Ad*

Call **1-800-967-5100**
for the location nearest you!

* For new activations only. Requires a 1-year service agreement. Plan restrictions apply. Call for details. Free weekends (12:01 am Saturday - 11:59 pm Sunday) applies to local airtime charges only. Landline, long distance, roaming and toll charges, taxes and surcharges apply. \$75 in Free local airtime will be fulfilled with a credit of up to \$25 on your first 3 full month's invoices. Credit cannot exceed the airtime on the invoice, and cannot be carried over to the next month. A customer owned cellular phone is required to receive the \$200 airtime credit. This credit must be used within 6 months of activation. Offer expires 1/31/97.



Bring in your own phone and get \$200 of

FREE Airtime*

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