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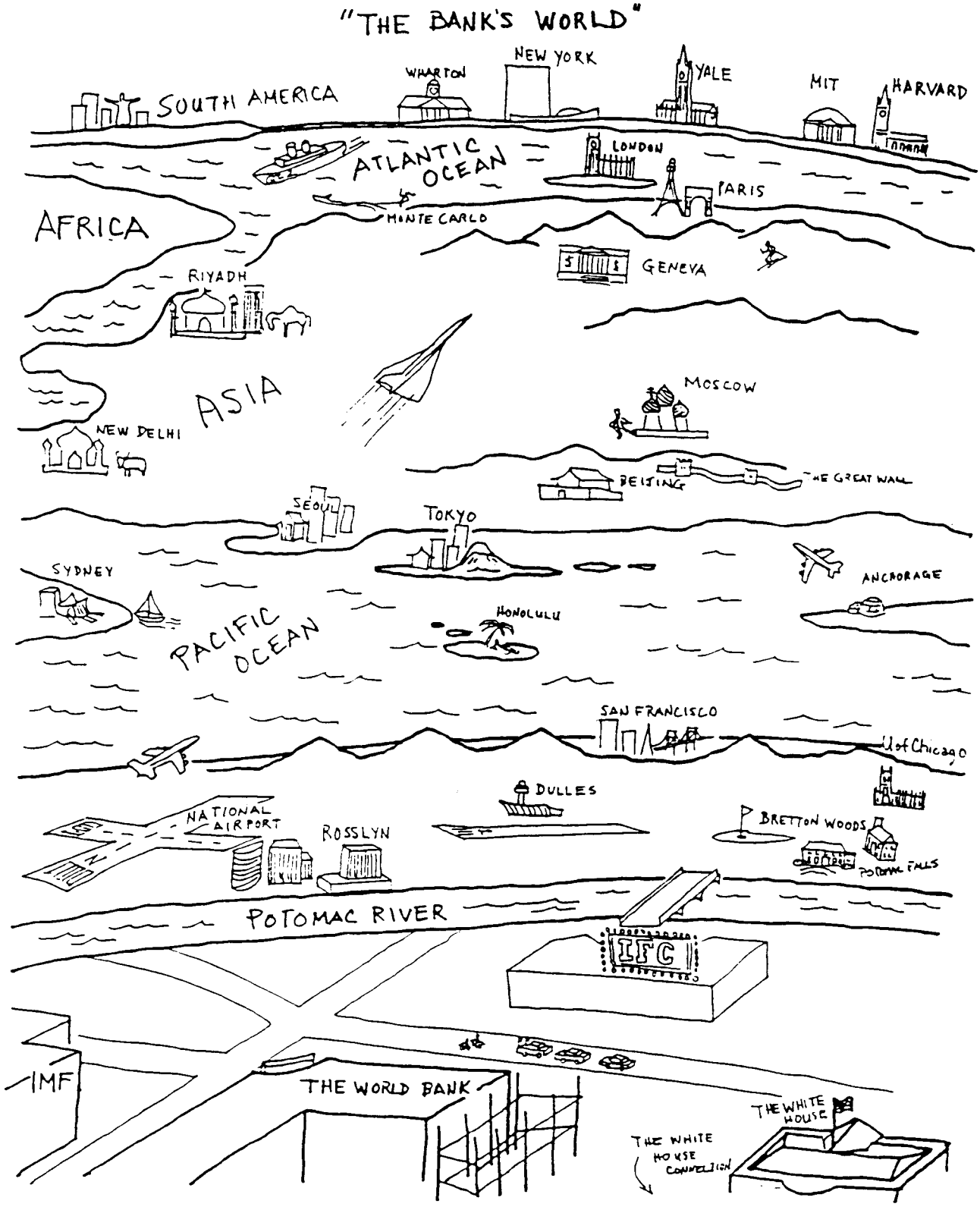
the Bank's Wordy



THE BANK'S WORDY

The Magazine For Anyone Who'll Read It
Vol. 8, No. 1 April 1, 1992
"Braccæ tuæ aperiuntur."

IMPROVED COMMUNICATION

A major effort by the Personnel and Administration Vice Presidency is underway to improve communications. Improving communications has been the subject of 10 percent of all desk-to-desk memoranda since the World Bank's inception in 1947.

"While I am cognizant this issue circumvolves, I would be mendacious if I did anything other than obfuscate my displeasure of the inchoate obliquity of the majority of Bank promulgations," said VPPAA Bilsel Alisbah at a press conference announcing the initiative.

WORK AND FAMILY AGENDA

After two years of study and several investigative trips to progressive Hawaiian comparator organizations, the World Bank today released its new Work and Family agenda which will dictate how the Bank manages work in the coming decade.

Under the new W&F rules, staff work on a "one day on, four day off" work week, and daily hours are reduced from eight hours to three. Eligibility for the new work schedule is extended to any staff member with a spouse, child, close relative, domestic servant, significant other, mistress, or consort.

"Outrageously restrictive, overbearing, archaic, and in bad faith," commented the Staff Association, which had lobbied hard to shut the Bank down completely, with all staff drawing full pay until retirement.

DATA DISCOVERED

Purely by accident, Finance data administrators today discovered that a Staff Assistant in the Cashier's Department kept the names and addresses of thirty family members and friends on a Lotus spreadsheet on her computer's hard disk, rather than storing the information in an approved, BAS-compatible database that was properly noted in the Finance Complex Institutional Systems Plan (ISP). The thirty names and addresses also were not included in any Finance Complex I-CASE information engineering exercises.

Interviewed on the fourth tee at Bretton Woods, Mike Ruddy was clearly incensed as he discussed this obvious transgression of Bank information systems policy. "Information is like a seething cauldron," said Ruddy. "Today's information technology investments only add value if they support our vertical, stratified organizational structure. Information must be contained. Data must be properly stored using approved organization information architecture. We must have controls and consistency. The alternative is empowerment of employees, and that simply cannot work at the Bank."

STAFF RECOGNITION POLICY

Announcing that he "recognizes that we have a problem with recognition," World Bank Vice President for Personnel and Administration Bilsel Alisbah today unveiled a new form designed to allow managers to recognize their staff quickly, efficiently, and easily. The form, "Requisition for Recognition of Regular/Fixed Term Staff," will be available from the Stock Room. A copy of the form is printed on the following page.

"I see this as a major innovation in human resource management and staff relations," said Alisbah. "This makes everyone happy and more productive." Alisbah dismissed suggestions that the form merely scratches the surface of the notoriously poor communication between staff and managers on issues of work performance, work expectations, and the PPR cycle. "Nonsense! Ever since we switched from MBO [Managing by Objectives] to MBF [Managing by Fear], communication from managers to staff has improved. This is merely the next step." The Staff Association opposed the use of the form, complaining that "more checks and balances should exist in the system." Alisbah added that special credit will be given to any staff member who can say "Requisition for Recognition" three times in a row very rapidly.

TRAINING COURSE OFFERED

The Training Division of the Personnel Management Department is pleased to announce a revolutionary new seminar designed to lower your self-esteem. *Born to Lose* is a two-day training course that will be offered next month at the cafeteria at A&M's Truck Stop on I-60 in East St. Louis, Illinois.

The course will be taught by Dr. David Stafford, a certified lower self-esteem practitioner with three years' experience moderating LOSERs (Lower Our Self-Esteem Retreats). Stafford will probe deeply into your psyche to find the best, quickest way you can lower your self-esteem. He will lecture on the state-of-the-art in poor emotional well-being, including the high dental costs associated with "healing the child within," the unpleasant odors associated with balanced auras, and how meditation can eliminate all desire to work. For more information, contact your department's Training Coordinator.

PERSONAL FUNCTION STUDY

World Bank staff experienced great disappointment last month when they realized that the much-heralded Personal Function Study was in reality a Personnel Function Study and, as such, did not deal with bathroom habits of senior managers, but rather dealt with yet another reorganization of Bank human resources management.

THE WORLD BANK/IFC/M.I.G.A.

REQUISITION FOR RECOGNITION OF REGULAR/FIXED-TERM STAFF

Read instructions on reverse AFTER completing this form. Type or print. BUT, if you must print, please press hard! You are making 11 copies.

FOR PERSONNEL USE ONLY

- ☐ Eat
- ☐ Recycle Immediately
- ☐ Use for Toilet Paper
- ☐ Shred Before Anyone Sees It
- ☐ File and Forget
- ☐ File in "Permanent Record"
- ☐ Copy to EBRD
- ☐ Copy to Staff Member's Moth

TO: *(Check ALL that apply.)*

- ☐ IMF Personnel
- ☐ Office of the President
- ☐ Yosef Hadar
- ☐ Personnel Team
- ☐ Personnel Files
- ☐ Bulletin Boards
- ☐ Managing Director
- ☐ Bob
- ☐ All Staff
- ☐ See "FUCHSIA" Below

Be it known throughout the land, sea and air that I, hereby, personally express my personal heartfelt appreciation, personal gratitude, and personal satisfaction to _____ (STAFF NAME), _____ (STAFF NUMBER) in the form of:

IFC STAFF ONLY

Check box just to be different from the Bank and M.I.G.A. ☐

COMMENDATORY ITEM AND REASON FOR COMMENDATION

Include diagrams when appropriate and suggested further action if warranted or desired.
Select one item from Section 1 and one item from Section 2 – egg roll included at no extra charge.

SECTION 1 *(Select one:)*

- ☐ a big pat on the back
- ☐ my personal high esteem
- ☐ plaudits and kudos
- ☐ my heartfelt devotion for life
- ☐ my first-born child

SECTION 2 *(Select one:)*

- ☐ for your consistently outstanding work.
- ☐ for your contribution to teamwork.
- ☐ for your exemplary and clear vision.
- ☐ for flying coach under budgetary constraints.
- ☐ because I really feel sorry for you.

Pursuant to Staff Rule 6.01, this recognition ☐ *should* ☐ *should not be considered in the determination of the annual Salary Review Increases, hereafter.*

DEPARTMENT BEING CHARGED:

DEPT./DIV. NAME	DEPT./DIV. NO.	BUDGET COMMITMENT NO.

DELIVER TO (Name of Requestor)	EXT.	ROOM NO.	DATE WANTED

FORM PREPARED BY	DATE

AUTHORIZATION

I certify that this request is covered by sufficient commited funds. I also certify that I am at/above the level of Division Chief, or that I aspire to that level. I further certify that this request is made with full knowledge and formal support of my Vice President, my Managing Director, and the woman who runs the hot-dog stand at 19th and G.

AUTHORIZED REQUISITIONING NAME AND TITLE

SIGNATURE	DATE

FOR PERSONNEL USE ONLY

(ALL boxes must be checked "YES" for approval.)

YES	NO		INITIALS
☐	☐	Agency Temp.	____
☐	☐	Bank Temp.	____
☐	☐	Summer Asst.	____
☐	☐	Staff Asst.	____
☐	☐	Personnel Asst.	____
☐	☐	A.P.O.	____
☐	☐	Consultant	____
☐	☐	P.O.	____

YES	NO		INI
☐	☐	C.P.O.	___
☐	☐	Division Chief	___
☐	☐	Director	___
☐	☐	Advisor, PAA	___
☐	☐	VPPAA	___
☐	☐	Managing Dir.	___
☐	☐	President	___
	☐	Executive Dir.	___

RED - Administrative Expense Division (after approval by Department); ORANGE - Personnel Operations Department; YELLOW - Personnel Policy Departmer
GREEN - Personnel Management Department; BLUE - VPPAA; INDIGO - What is Indigo, anyway?; VIOLET - Department;
PINK - Staff; MAUVE - Tenth person to enter H-Bldg garage after 7:00 AM; FUCHSIA - See Indigo

FORM 9990

Nowhere Near The Record

As the World Bank staffs up to absorb the membership of the Commonwealth of Independent States, never in the history of our institution has external recruitment had a more important role. With over 150 higher level appointments expected in the coming months, Bank recruiters are spanning the planet in search of suitable candidates. Our investigative reporter, Stanlis Quo, sat in on a recent interview between Mr. Hendrik Groen, the Bank's Chief of Recruitment, and a candidate, Mr. Hein Seidt.

Groen: Mr. Seidt, you have been working in the field of developmental economics for about twenty years?

Seidt: I have a son and two daughters.

Groen: Can you give me some indication about the applicability of your economic theories in a non-academic context. We are implementing hands-on development in Russia, Poland, Kurdi--.

Seidt: I worked in the Foreign Ministry from 1977 to 1985, and I am now Professor of Economics.

Groen: Do you speak any Russian?

Seidt: I have always dreamed of working at the World Bank, to be truly involved with your noble institution and its cause.

Groen: Tell me about your economic research concerning the currency stabilization of emerging socialist countries. It is of great interest to our financial policy staff.

Seidt: My health is fine. I am not as young as I used to be, but who is? I am still able to travel, and that heart attack I had in '89 is hardly a cause for concern. I am a great believer in nitroglycerine pills.

Groen: What are your views on trade tariffs and privatization of socialist economies?

Seidt: I studied French literature at the University of Pennsylvania as an undergraduate. My Master's degree was in econometrics from the London School of Economics, and I received my doctorate degree in economic theory from Harvard.

Groen: Mr. Seidt, this is most frustrating. You seem incapable of answering my questions.

Seidt: Well, I've never actually worked in Japan, but I do have most of *Shogun* on videotape.

Groen: Do you have any questions about the Bank's benefits package or relocation policies, in the event we offer you a job?

Seidt: I am sure they all will give me excellent recommendations.

[Editor's note: on the strength of his interview, Mr. Seidt was offered and accepted a level 25 position in the Information and Public Affairs Division of the External Affairs Department. He is expected to report for duty today.]

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(secondary responsibility: Pages 2 and 5)

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Editor for Pages 2 and 4
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Ernie Stern
Editor for Pages 1 and 5
(secondary responsibility: Pages 3 and 4)

Advertisements

Feeling Mediocre?
JOIN US!

The 67%-ers

An HSD-approved
support group for staff in
Reward Category 3

Did Your Division Chief Ruin Your Project?

Operations Evaluation

Join Us. Revenge is Sweet.

THA BITE

In an effort to provide better service to clients, the Employment and Benefits Division of the Personnel Services and Compensation Department is pleased to announce a new service, The Automated Benefits Information Tree (THA BITE™). Similar to the Credit Union's Audio Response System, THA BITE is an easy-to-use information service which gives you access to staff benefits information through Touch-Tone® telephones. To use THA BITE, simply dial the THA BITE access number (x35555, or 202-473-5555 from outside the Bank). Locate the topic you wish to learn more about, and press the appropriate buttons on your telephone. It is that simple!

Travel and Home Leave

11 Investing your travel advance
12 Doubling your eligibility to call home on mission to *14 minutes* per week
13 Retaining your spouse points after your divorce
14 Optimizing frequent flyer miles
15 Not only taking your friends and family on the QE2, but getting money back after you submit your expenses
16 Travelling by Concorde
17 Connecting through Bangkok no matter where you are going
18 Taking your lover on spouse points trips
19 Taxis: one person pays, everyone submits vouchers

Education

21 D.C. public schools on National Cathedral reimbursements
22 U.S. universities on the Bank's nickel
23 Education benefits for a child who is no longer your dependent

Relocation, Resettlement, Shipping and Overseas Benefits

31 Furniture loans: the ultimate in cash flow
32 Receiving 100 percent of the separation grant while remaining in the U.S.
33 Shipping home your friend's belongings
34 Tweaking the U.N. Post Allowance formulas

General

41 Leveraging the true value from your parking space
42 Using your Bank ID to eat at the IMF cafeteria
43 G-V Domestic Servants for U.S. Staff and Permanent Residents
44 Falsifying medical claims
45 Part-time work on full-time pay
46 Workman's Compensation: stubbed toe or dinner for six at Dominique's?
47 Vacant offices for free overseas telephone calls
48 Charging dining room meals to representation
49 Equipping your home with Bank OT

Dependency Allowance and U.S. Taxes

51 Determining optimum spouse income for U.S. tax reimbursement
52 Avoiding Self-Employment tax
53 Dependency allowance without the hassle of marriage or children

Retirement

61 Medical disability retirement -- while you still have your health
62 Maximizing the currency option -- where in the world should you rent that post office box?

Leave

71 Converting sick leave to annual leave
72 Maternity leave after menopause
73 Breaking the 60-day annual leave carryover limit

AnswerLine

The purpose of this column is to answer questions of puerile interest concerning the World Bank Group's policies and procedures. Send us your name and room number so we can alert your supervisor and your Personnel Officer that you are a suspicious, untrustworthy, disgruntled employee. All questions must be accompanied by a non-refundable $500 cashier's check made out to "Chico's Bail Bonds." Send your questions to: AnswerLine, c/o The Bank's Wordy, *Ollagaska State Prison, Cell #214, Intercourse, PA 13821.*

Question: As May 1 approaches, my colleagues and I start our annual speculation on the magnitude of this year's Salary Review Increase. We are constantly amazed at the difference in views between Bank management and the Staff Association, since they both analyze the same universe of compensation and comparator data to reach their positions. How can this be?

Answer: The views of the Staff Association on compensation do diametrically differ from those of Bank management. However, such differences are the hallmark of an open process and a democratic institution. In other words, while the Staff Association disagrees with what management says, we will defend to the death their right to spread more vicious lies. *David Delmonte, Chairman, Staff Association*

Question: I am a U.S. male. What are my prospects for career development?

Answer: Under the Bank's revised career development program, you can look forward to having your picture taken with the President after 10 years of service, and a nice clock after 20 years of service. In addition, Bank policies and procedures ensure you are afforded the same opportunities as all other U.S. male staff. *John Waterston, Chief, Career Development Division, Personnel Management Department*

Question: I have heard rumors about IFC's desire to disassociate from the World Bank. We all know they are purchasing the I-building, but they also want their own salary structure, employee grievance process, and even different rules about who gets parking spaces. If IFC is treated differently, I am very worried about equity issues for IFC versus Bank staff, who after all were appointed under the same set of employment conditions. Are these rumors true?

Answer: [Editor's note: IFC Executive Vice President Sir William Ryrie's response can be found in the April 1, 1992 issue of *IFC's Wordy*]

Question: How do you take those damn property tags off of Bank office technology equipment? I have a real problem here!

Answer: Any good solvent, such as acetone or rubbing alcohol, should easily remove the glue. *Harold Messenger, Director, General Services Department*

Question: Are the Personnel Teams considered staff or management?

Answer: Before the 1987 Reorganization, Personnel Teams were centralized in one department, and staff understandably questioned whose interest the Teams served. After the 1987 Reorganization, the Personnel Teams were decentralized to vice-presidencies across the Bank, after which staff continued to question whose interest the Teams served. The recent Personnel Function Study recommended that the Personnel Teams again be centralized, and I am delighted to announce that this recommendation is being implemented, thereby solving the problem. *Peter Karp, Senior Advisor, Personnel and Administration*

Question: Why will the Executive Offices in the new main complex be located on the top floor?

Answer: Because it is the privilege of the great to view catastrophes from terraces. *Ralph Blackwell, Head, Facilities Staff, Information, Technology & Facilities Department*

Question: What is the status of the Bank's much-heralded smoking policy? There was such a fuss about this a few years ago, but nothing since. Meanwhile I am asphyxiated every day at my desk by smokers.

Answer: Under the proposed new policy, which goes into effect today, if you see a person light a cigarette in a public place, you may spit in his or her face. *Dr. Bernhard Liese, Director, Health Services Department*

Question: Just what is the Bank's policy concerning toxic waste and our underdeveloped member countries?

Answer: First, I wish to thank you for this opportunity to set the record straight. Basically, my thesis is that underpopulated countries are underpolluted, and economists pose great risks in the developed world where life expectancies are long and wages are high. Thus, I propose to export *both* economists *and* toxic waste — two examples of "efficient pollution" if you will — from the industrial nations to LDCs, not simply toxic waste by itself, as was recently reported in the press. A commensurate increase in population brought about by atrophy in the social sectors and strong pro-natalist Bank-sponsored development will drive wages down, providing a sound foundation of my economic theory to retain wealth. *Larry Summers, Vice President & Chief Economist*

Question: While most Answer Line questions are anonymous, mine concerns anonymity of medical records, so I would like you to print my name. What assurances can the Bank's medical staff give regarding the confidentiality of our medical records? Robert Chany, EDI

Answer: Quite simply, under no circumstances do we *ever* divulge a staff member's medical information to *anyone* without full knowlege and consent from that staff member. Thank you, Robert, for this opportunity to set the record straight. By the way, how are your hemorrhoids? *Dr. C. Nordanlycke-Yoo, Clinical Services, Health Services Department*

WINDOW PAINS

***STILL* MANAGING TODAY'S INFORMATION WITH YESTERDAY'S TECHNOLOGY**

VOL. 2 NO. 1 | APRIL 1992 | B3200 EXT 5551

Enterprise Network

ITS MISSION: TO BOLDLY SPEND WHAT HAS NEVER BEEN SPENT BEFORE.

An exclusive interview with the leader of the Enterprise Network, Captain Buck.

Q. Captain, what is the Enterprise Network?

A. Simply stated, the "next generation" from the people who brought you Mass 11, Talaris printers and the ITS Turbos. Think of it as an Information Highway; a "toll road" if you will.

Q. This sounds very exciting. How do I get on the highway?

A. There are two ways really. Either purchase a MAC, or write a 300 page paper justifying your current equipment.

Q. Is there a toll for using the highway, or can I get on without paying a fee?

A. Well, in addition to the $27 million construction charge, monthly fees of $125 per vehicle will be assessed.

Q. Just where will the highway go?

A. To Hell and back. Actually, it's not that simple. We anticipate many, many stops along the way.

Q. Something like a rest stop?

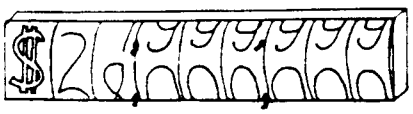
A. I didn't say that, did I?

Q. Are there any special requirements that have to be met before I can get on?

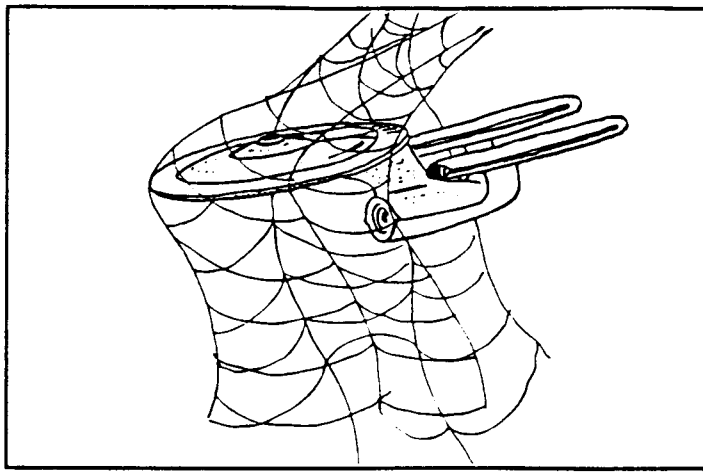
A. Aside from the equipment mentioned above, proper attire will be required. Enterprise uniforms (green sweaters with elbow patches) will be available from the stockroom around April 1st and an electronic request form can be found under the RS ALL-IN-1 menu.

Q. I know I'm excited. Besides functions we currently use like printer sharing, electronic mail and mainframe connections, what else will the EN do for the Bank?

A. Spend $27 million faster that you can blink an eye. In fact, the cost is rising as we speak!



And counting



Q. Many people in the Bank already use Banyan netwo What can the EN do that Banyan can't?

A. Pay attention. I told you, we will spend $27 million.

Q. Will I be able to get on the EN even if I haven't passed minimum skills quiz?

A. Of course. ITF has a long standing policy which prohi people who know what they're doing from getting invo in these new projects.

Q. This has been a very enlightening interview, Captain. you keep us posted as the project moves along?

A. Absolutely. Phase II of the EN is scheduled for Apr 1993. I'll be happy to brief you before that time.

ITF Fete Celebrates Anniversary/EN

Last Saturday, ITF celebrated its 6th anniversary launched the Enterprise Network by throwing itself a bash inviting all Bank staff. Following tradition, hotdogs and popc were served in the H-building lobby. A scale model replic the Enterprise Network along with photos depicting the his of the department was displayed. Hywel Davies commen "We felt it was appropriate to invite all staff to our bash s they have been informally bashing us for years." The turn was disappointing in spite of the free food.

Messages Anonymous Group Formed

The number of staff addicted to All-in-1 is growing. It is estimated that at least 30% of staff are "messageaholics." To combat this problem ITF and PER have combined efforts to establish a chapter of the 12-step program Messages Anonymous (MA) at the Bank. This program is not to be confused with Anonymous Messages (AMs) which are to be ignored per Bilsel Alisbah's directive. The group will meet at noon on Wednesday in the Health Room A-144. Just walk in, first names only please. If you are not sure you have a problem, take the test below. If you answer "yes" to more than three questions or in general have a low self-esteem, you need MA.

1. Do you feel like you lose your identity when you are not logged on to All-in-1?
2. Do you find yourself disappointed if you are left off a distribution list?
3. Have you ever sent a message after midnight?
4. Do you log on to relax?
5. Have you started sending messages to yourself?
6. Do you log on alone or only in a group?
7. Do you find yourself logging on several times each hour just to type RNP?
8. Are you constantly ignoring your work to change your All-in-1 screen so you won't get logged out?
9. Do you log on after 10 pm for the sole purpose of seeing who, besides Bob Picciotto, is on the system?
10. Do you reach for the Prozac when you find out that the system is unavailable on weekends for periodic updates?

Customer Self-Service Policy Announced

ITF recently announced a new customer self-service policy. Beginning April 1, 1992 end-users will support themselves. When questioned about this policy, Hywel Davies stated, "It was never our intention to provide this kind of service. Give me the money, but support yourself." Mr. Davies feels that this is the best approach for individualized and quick problem-solving. ITF will also eliminate the customer complaint department. "This is truly one-stop shopping. In the future, users can complain to themselves," stated Davies. No longer will users have to call the hotline for support--they will just support themselves. The new minimum skills requirements assessment will include a hands-on test to ensure that end-users can take their PC apart and put it back together.

Match Previously Announced Vacancies and Selections

Community Relations Officer	Robert Maxwell
Pres. Bank/Fund Credit Union	David Dukes
Food Services Director	Dr. Cecil Jacobson
Pension Fund Administrator	John Gotti
Child Care Director	Clarence Thomas
Portfolio Management	Jeffrey Dahmer
Panel for Women's Promotions	Pee Wee Herman
Nationality Distribution	William Kennedy Smith
Director, Special Population Resource Management (SPRM)	Mike Tyson
	Jack Russ
	William Aramony

Match Your Experience

1. Streamlined	a. You have the same job but report to a different boss
2. Reorganized	b. You have a different job but report to the same boss, but in a different department
3. Fired	c. You have the same job butyou don't know what it is anymore
4. Moved	d. You're not sure if you have a job
5. Relocated	e. You're pretty sure you don't have a job but won't know until you've checked out the rumors in the cafeterias
6. Fine-tuned	f. You have more responsibilities, but have been downgraded
	g. You preform the same functions for the same boss, but have a different title within the same department
	i. You perform totally different functions in the same department, have the same title, but don't know who your boss is

ITF Staff Housing- the Move to Macs

By the end of the fiscal year, ITF staff will have vacated the Building and will be occupying the R(emote) Building, a new leased building right above McDonald's, which confirms rumo that ITF is moving to Macs. This building is conveniently loca in the furthest possible building from the Main Complex, at 19 K Street NW, a brisk 4-block 13-minute walk from most Ba buildings. New MacServices, including DCUWCY (Don't Call We'll Call You), IHTF (I Haven't the Faintest) and STBD (Standar to be Determined) will be in place by 1993. So far, 9 users h been served, but once ITF is all under one roof, this number co jump to 25 by the end of the year.

Apples for the Staff

Patterned closely after a successful program sponsored b local food chain, ITF and GSD are pleased to announce a n program beginning April 1st: "Apples For The Staff." This excit program will now offer staff the opportunity to participate direc in the Institutional Workstation Program. As previou announced, the Apple Corporation has become an authori World Bank vendor, and the popular MacIntosh computer a Ba standard. As a way of introducing these computers into the W beginning April 1, 1992, all Bank cafeterias and coffee shops issue receipts, in the form of coupons, for all food and drink ite purchased (including speciality items ordered from the bake By saving your coupons and turning them in to ITF, you can e credit for new computers for your department!

Special bonus days will allow you to earn even mo Mondays, or other leftover days, will be double coupon day; (h meatballs the day after meatloaf). Triple coupons will be given days when workers are forced to wear funny hats and listen to l music. And special bonus coupons will be awarded on days can find a place to sit while your food is still hot.

The more you eat and spend, the more credit you earn your department. You won't even have to feel guilty anymore ab spending $3.95 for a 29-cent piece of chicken.

To encourage participation in the program, GSD will raise prices by 50% and close all exercise facilities until April 1, 19

Join the New and Improved
Information Utility Division (IUD)
Our Motto: Nothing Gets Past Us

The Game Box - Find the Matches

1. Mr. Decision	A. Lewis Preston
2. Mr. Personality	B. Russ Cheatham
3. Mr. Communication	C. Ann Hamilton
4. Miss Understood	D. Mike Ruddy
5. Mr. Customer Service	E. Helen Vazquez
6. Mr. Environment	F. Alex Shakow
7. Mrs. Bya Longshot	G. Hywel Davies
8. Mr. President	H. Maureen Moore
9. Mr. Fashion	I. Shahid Husain
10. Mr. Completely	J. Larry Summers
11. Mr. Schmooz	K. Bilsel Alisbah
12. Miss Demeanor	L. Alberto DiCapitani
13. Mr. 19th Hole	M. Everado Wessels
14. Mr. Leader	N. Jessica Einhorn
15. Mr. Congeniality	O. Russ Cheetham
16. Mr. Chance	P. Charlotte Hunter