



a San Francisco landmark since 1904

the law at work



Kumin & Sommers, LLP

Steve Sommers cares deeply about how the law affects real people in the real challenges of their work environments. Steve's office on the 11th floor is a long way from the villages of Chad where his commitment to social service began nearly 20 years ago as a volunteer with the Peace Corps, but he still holds the same fundamental belief that all people deserve to be treated fairly and with dignity in all areas of their lives.

Steve's employment practice helps employees who have been wrongfully terminated, victims of discrimination, and those who are improperly paid or otherwise unfairly treated.

Steve understands the amount of time, energy and self-valuation that people invest in their work and, consequently, how devastating mistreatment and/or unlawful termination by employers can be. Steve strives to be attentive to the workplace experience of his clients, as they are often not aware that other violations of the law may be at play in addition to the one(s) for which they originally came to him seeking representation.

"I try my best to sit and listen to the whole narrative of my clients' stories about their experiences in their workplace. I have found that often details will emerge that point to other avenues of legal recourse about which the clients may not have been aware. For example, I recently worked with a young woman who felt that she had been discriminated against; however, in the course of our discussions it became clear that she was owed significant amounts of overtime, which I was able to secure for her. A lot of times my job really is to educate my clients about what their rights really are."

Steve literally learned the tools of his trade in the trenches: from 1991-2000 he worked for economic justice within the labor movement, and for six of those he was actively involved in major initiatives as a union organizer and for one year as a law clerk for the United Mine Workers of America. Yet he is proudest of the groundbreaking work involving the Union of Needletrades, Industrial and Textile in the '90s.

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tenant spotlight

The National AIDS Memorial Grove A Place to Remember

Golden Gate Park is considered to be one of the radiant jewels in San Francisco's crown, and near the eastern entrance to the Park sits a very special place of uncommon beauty and serenity: the National AIDS Memorial Grove. The Grove, originally conceived by a small group of San Franciscans in 1989 as a memorial for all those lost to AIDS and a gathering place for those affected by the epidemic, gently reaches out and welcomes people into a peaceful, comforting, and life-affirming space amongst a wealth of rhododendrons and redwoods.

There is something at the Grove for everyone, whether or not AIDS has impacted one in any way. Wendi Deetz, the Grove's Operations Manager, explains the philosophy behind the Grove and what first-time visitors might expect to experience.

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Holiday Party

Please come and join us for the annual Flood Building Tenant Holiday Party in the lobby:

**Thursday, December 11
5pm - 7pm**

Eddie Shou

Call it “from Burma with love.” Eddie Shou, the Flood Building’s newest security officer, loves his job. And Eddie loves the environment in which he works. And he loves the people with whom he works.

“This is easily the best job I have had. This is such a beautiful building with so much history. The people here are so friendly and kind. I look forward to coming here each day.”

Eddie was born in Burma, and his parents moved the family to the Bay Area 38 years ago to establish a better standard of living. It has really worked out well for Eddie, and he even considers the Flood Building to be somewhat of a microcosm of the Bay Area as a whole.

“There are so many diverse people who work here. I love to chat with them and help them out however I can. I also enjoy watching all the characters on the streets. There always seems to be something interesting going on.”

Eddie has established a great rapport with many of the Building’s tenants, and he is known for his beaming smile, buoyant energy, and tirelessly hospitable nature. He tries to greet everyone he can, and he spends as much time as possible assisting tenants and guests alike in any way he can. And, oh, he loves to talk about his favorite movie – “Titanic.”

Eddie’s love for the Bay Area shows in his recreational activities. He loves the outdoors, especially walking in parks and along beaches where he gets to enjoy nature and people watching. And whenever the weather doesn’t play along, Eddie enjoys scouting the city for the best Vietnamese food.

Just a Reminder

If you want to pick up your mail before it is delivered to your office, the mail room in suite 768 is open Monday through Friday from 10:30am -11:00am.

Sports Club/LA Special

The Sports Club/LA teams up with the Flood Building to suit your fitness needs

Now is the time to focus on your health and well-being with this exclusive offer from the Sports Club/LA.

The Sports Club/LA has arranged an attractive corporate rate for all Flood Building tenants. Enjoy a complimentary 3-day All-Access Pass and receive a preferred rate if you enroll before November 30th.

Simply call Jason at **415.633.3912** or email him at **JShrader@mp-sportsclub.com** to begin your complimentary membership (by appointment only).

Located at 747 Market Street, The Sports Club/LA offers 127,000 square feet of sports, fitness, and wellness resources to help you achieve your personal goals. Find state-of-the-art equipment and a comprehensive balance of programs in specially designed Mind Body Studios, a junior Olympic swimming pool, and more.

Experts on the Fast East for 30 years

As travel to the Far East has changed dramatically in recent times, there has been one reliable and highly trusted industry mainstay for travel agents and consolidators: Travelfast, which is celebrating its 30th anniversary this year. Originally incorporated as Travelfast International, the company has housed its headquarters in the Flood Building since March 1978. Travelfast currently has 12 employees in the Flood Building, as well as more than 100 additional staff at its offices in San Jose, Los Angeles, and the Philippines.

Louis Rodrigo, Travelfast’s Operations Manager, explains the reason for the company’s success and what sets it apart from its major rivals.

“Having negotiated rates with 11 airlines servicing the Far East we can offer a variety of the best and most competitive airfares as well as great prices on tour packages to the Philippines and other Asian destinations. We are also proud to say that we have a call center assisting clients with all their travel needs 24 hours a day.”

Travelfast’s airline partner roster offers its clients an impressive range of selection: it specializes in travel to Asia and is an Asian consolidator for Northwest Airlines, Cathway Pacific, China Airlines, Korean Airlines, Eva Air, Asiana Airlines, Japan Airlines, Singapore Airlines, and Continental Airlines. In addition, Travelfast serves as a general sales agent for Philippine Airlines.

Louis believes that client loyalty is also at the heart of the company’s success.

“About 90% of our current business is from clients we have worked with over the years. Being very aggressive with developing e-commerce solutions for our clients certainly has helped sustain our client roster as the benefits of providing immediate, round-the-clock access to the most up to date competitive rates and special fares and promotions has allowed small and mid-sized travel agencies to keep pace with the larger agencies.”

Travelfast moved into the Flood Building because of its central location, proximity to public transportation, and great historical stature. Travelfast is proud that it has had many Flood Building tenants as clients during its first 30 years, and it continues to offer special deals and discounts where available to its immediate neighbors.

To find out more about travel to the Far East, you can stop by Suite 611, call **415.765.5995** or send an email to **info@travelfast.com**

Union Square Ceremonies

On Tuesday, November 18 at 6:00pm the public lighting ceremony for “Snowflakes on Market” will take place at Powell & Market Streets near the cable car turn-around.

The Macy’s Annual Christmas Tree Lighting will happen on Friday, November 28 at 6:30pm on Union Square. You can sponsor one of the energy efficient lights on the tree for a \$10 donation to the UCSF Children’s Hospital.

Lawyerlocker

The key to your document management needs

Ever wondered if there was an online service for legal document management and security that was user-friendly and cost-efficient? Such was the question that helped drive the creation of Lawyerlocker, one of the Flood Building's newest tenants based in Suite 660.

According to president and founder Mark Nichols: "Our service goal is to make the most sensible and easy to use product over and above any other document management program available. We pride ourselves on helping our clients (and our clients' clients) get better organized quickly with secure document management tools for archiving, retrieval, and sharing. We want to save our clients money with less paperwork hassles and disorganization. It really helps our clients to know that we have all their paperwork locked down and backed-up for them to view, distribute, and to make exhibits from at any time from any location."

Mark is unequivocal that the decision to move into the Flood Building was very strategic.

"First, the power grid infrastructure serving the Market Street area is the best available in California. Since our servers are critical to our customers, we wanted to be located within the service area of this power grid. Also, because the Flood Building attracts so many professional service tenants -- which are our key customer profiles -- the access to our clients is very personal and efficient. Although we launched with a product to serve the legal community, we have new brand names rolling out later this month for the tax/accounting, medical, sales/distribution, construction, and other professional service industries. Oh yeah, I also really love having windows that open to the fresh air and the sounds of the city permeating into our office suite."

The basic service fee for Lawyerlocker is \$45 per month, which Mark calculates translates into about 7 minutes of an attorney's typical hourly billing rate. They also are available to copy existing casework or paperwork and place it into a secure electronic document management portal which they will do for only \$25 an hour. Since it is possible to copy thousands of pages in under an hour, the cost-efficiency factor is clear.

Mark believes in saving clients money wherever possible, and this is especially true when working out of the same building saves his business overhead costs. In that spirit, he is offering Flood Building tenants a special "buy-one, get-one free" discount for the entire month of December.

Mark has not seen a lot of change in the amount or type of clientele during the current economic crisis, and he believes that document management services are not particularly vulnerable to market trends. That said, he does believe that Lawyerlocker can help out during these challenging times. His advice is to "stay organized! Don't get bogged down with mismanagement of your paperwork obligations. And don't subject yourself to document loss. If you use our services you can direct a lot more of your time to acquiring new income streams. It also helps if you appear as professional as possible by using technology where it can save you time, money, and efficiency. We certainly can support you in meeting these goals."

If you would like to know more about Lawyerlocker or the other online portals soon to launch, send Mark an email at

mark@lawyerlocker.com

www.lawyerlocker.com

The National AIDS Memorial Grove A Place to Remember

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"Most of the time when we think of national memorials we picture something monolithic. The Grove, however, is a living memorial. The designers intended that visitors always be moving from shade into the sun as a metaphor for moving from darkness into light. They made sure that something would always be blooming in the Grove. They created private, embracing space for quiet reflection and left parts of the Grove open for more public gatherings and activities. Visitors can expect to be moved by the beauty of the landscape in the physical space, as well as to be touched by something much less tangible that emanates from the spirit of the Grove. Countless people have told me there's an energy they experience in the Grove that's very positive, powerful and healing."

Work on the Grove, the only National AIDS Memorial, began in 1991 and continues to this day. The location is the de Laveage Dell, which had fallen into such a state of disrepair that it no longer was usable by the public. On behalf of the National AIDS Memorial, a team of prominent architects, landscape architects and designers volunteered countless hours to create a landscape plan that would be fitting as a timeless living memorial.

This beautification project has won many awards, and in 1996 Congress and the President approved the National AIDS Memorial Grove Act. This official designation as the National AIDS Memorial Grove, a status comparable to the likes of the Vietnam Veterans Memorial, Mount Rushmore and the USS Arizona at Pearl Harbor, made it unequivocally clear that San Francisco had created a dedicated space in the national public landscape where anyone who has been touched by AIDS can grieve openly, find comfort among others, and experience the feelings of renewal and hope that are found abundantly in nature.

The Grove covers approximately 7.5 acres, and it is available for a wide range of activities, including memorial services, picnics and other similar gatherings; weddings, commitment ceremonies, family celebrations and life events/rites of passage; use by organizations for lectures, music, dance, poetry, and spiritual gatherings.

At the heart of the Memorial, though, is the Circle of Friends, which is the home for stone engravings of the names of people who have died of AIDS, those who have loved them, and those who have made significant contributions to the Grove. As of the end of 2007, there were 1,608 engravings in the Circle. The entire list of engraved names appears on the Grove's website at www.aidsmemorial.org.

Wendi says that everyone experiences the Grove differently, and that her own experience has been nothing less than profound.

"Almost immediately after moving to San Francisco, I discovered the Grove while walking my dog in Golden Gate Park one morning. I immediately felt a deep, spiritual connection to the Grove. I am blessed to have the opportunity to work with people when they are memorializing their loved ones. Over the years, the stories of the people whose lives have been impacted by AIDS and by the Grove have touched my heart and will stay with me forever. It literally makes me feel I'm surrounded by some truly amazing angels."

Wendi sums it up nicely: "The Grove is a superbly lovely place to volunteer, take a walk, have a picnic or enjoy an afternoon with friends. And we're just across the street from the Academy of Sciences and the de Young Museum, so you can visit us all in one day!"

If you would like to learn more about the Grove or to sign up for a tour or for a Volunteer Day, you can stop by Suite 965 or contact Wendi Deetz at [415.765.0497](tel:415.765.0497) or info@aidsmemorial.org

www.aidsmemorial.org

the law at work

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Kumin & Sommers, LLP

"I feel that I have developed a very keen intuition for what is really causing my clients to suffer at work. I am sure that this is a result of many years of talking to people, mostly one-on-one, in very poor, isolated communities in the South. When you hear the horror stories of how they were taken advantage of, denied basic rights, threatened, and often terminated without recourse then you come to understand how important our legal system is and why it is worth fighting for. We had some amazing success back in those days, but there is still work to be done."

The fight goes on for Steve in his community service as well. For the last four years, Steve has received the "Hero Award" from the AIDS Legal Referral Panel, and this year Steve has been named the organization's "Attorney of the Year." Since joining the Panel in 2004, Steve has accepted over 50 referrals in matters relating to employment, public accommodations, taxes and wills for the Panel's clients who are living with HIV/AIDS.

Steve recently merged his practice with Matthew Kumin who specializes in consultation and litigation for small businesses. In fact, Matthew recently was named by KRON-4 as "Best of the Bay" small business attorney for San Francisco County. The new partnership allows Kumin Sommers, LLP to address all the needs of workers as well as small business employers.

According to Steve: "We aim to be a one-stop shop for small business legal needs. The fact that we individually and collectively have so much experience working with employees really proves to be an asset as we can help out business clients avoid all the pit-falls that would hurt their staff and damage their businesses."

As general counsel for small business, Kumin Sommers LLP handles a wide range of business matters and negotiations including drafting lease agreements, shareholder agreements, licensing related documents, sales commissions and employment agreements. Additionally, the firm provides its clients guidance in areas involving shareholder rights, employment issues, partnership arrangements and ownership transactions.

If you have questions about your rights as an employee or need assistance with your small business, give Steve a call at **415.434.4500** or email at steve@kumminsommers.com

www.kumminsommers.com

IN MEMORIAM

We express our sadness over the passing of a long-time Flood Building tenant and friend, Joseph Anthony "Tony" Morales" on September 5, 2008 in Pacifica, California. Mr. Morales was an accomplished and respected attorney for over 40 years, many of those spent here in the Flood Building. Mr. Morales graduated from Archbishop Riordin High School, San Francisco State University, and Hastings College of Law. He will be greatly missed by all those who had the pleasure of knowing him. Our sincere condolences go out to his family.



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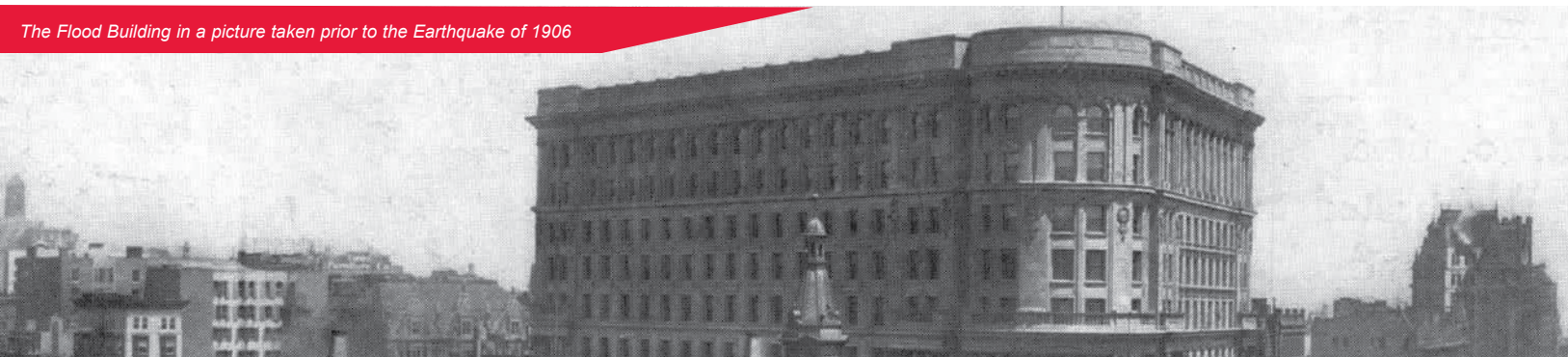
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10% discount for Flood Building Tenants

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The Flood Building in a picture taken prior to the Earthquake of 1906



floodlines

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