

of introducing the Safer Schools Act, along with Senators FEINSTEIN, CLELAND, COVERDELL, JOHNSON, and LANDRIEU, to send a clear message to school officials, parents, and students that guns seized from students on school premises can and will be used as evidence in a school disciplinary hearing. I hope the Congress will act on my bill soon so that the confusing messages the courts have been sending on this issue are cleared up.

We all have a role in ensuring that our children are given the ethical tools they need to make difficult choices in today's world. Quite simply, that is what the Character Counts effort is all about.

Before closing, I want to take a few minutes to highlight the Character Counts efforts that have been occurring in North Dakota. Less than two years ago, Character Counts in North Dakota was borne out of a meeting I hosted to bring together parents, educators, young people, and other concerned citizens to introduce them to what the Character Counts program is all about. In the last year, under the vigorous and capable leadership of 4-H youth leader Geri Bosch, Character Counts has blossomed. More than 800 people in North Dakota have participated in Character Counts training so that they could take this program, or a variation of it, back to their communities. Several communities in North Dakota are considering adopting a comprehensive Character Counts program. Service clubs are adopting Character Counts among their projects, and Character Counts was even used as the platform for one of our state's Miss North Dakota candidates last year. Most importantly, the lives of thousands of young people in North Dakota have been influenced for the better directly and indirectly.

I have been proud to play some small role in supporting Character Counts in North Dakota and our nation. It is through these kinds of efforts that we can build a better future for our kids, and I pledge my continued help and support for teaching the pillars of good character.●

#### THE LIFE OF STANLEY O. McNAUGHTON

● Mr. GORTON. "People need a vision greater than themselves. Without a vision, there is no goal. This vision has to be larger than yourself. It has to dignify you. Then, goals become the navigational stars to guide you in the vision."—Stanley O. McNaughton.

These are the words Stanley O. McNaughton lived by until his sudden death on January 19th.

Stan McNaughton was a man who rose from modest beginnings in a small British Columbia town, who would later become the CEO of PEMCO Financial Services and who would leave behind one of the greatest legacies of goodwill Washington state will ever see.

I could spend an evening recounting Stan's business successes. I could spend even greater time speaking of Stan's dedication to community service, his exceptional character, integrity and the countless personal accolades. Yet the two worlds are intertwined. The man who was once named Seattle-King County First Citizen and Seattle University alumnus of the year relied on the same values to achieve personal and professional success and improve the lives of others.

As Stan used to say, "Our security lies in our values. And from values flow principles."

Stan placed profound importance on family, philanthropy, and leadership.

Stan donated money to causes involving children and education, and often said: "A corporation is the greatest vehicle ever created to do good. Corporations have a responsibility to raise the quality of life in the communities where they do business."

I know I can speak for all of us by saying: Stan McNaughton succeeded in leaving his community a better place.

Tomorrow in Olympia, the extraordinary life of Stan McNaughton will be honored with a Medal of Merit, one of the highest awards that the State of Washington can bestow upon a citizen. To quote from the resolution: "Stanley O. McNaughton exemplified the best characteristics of an employer and community leader by his constant concern and activities for those employed by him and others in the community."

Stan had the amazing ability to see the potential in everyone, inspiring his employees, friends and family to be the best they could possibly be. There are countless "Stan stories": the woman who remembered the time Stan sent her child a birthday card; the man who lost his wallet and Stan offered to reimburse the money; the donations to charities, particularly those that benefited people disadvantaged through no fault of their own; and his special efforts to know every name of the more than 1,000 PEMCO employees.

Of course, there is the definitive "Stan story" of the great lengths he went to for one of his employees, Mark Roberts who had broken his neck and become paralyzed from the neck down. Stan could have sent a card or even a bouquet of flowers, but in true Stan McNaughton fashion, Stan went the extra mile. He assured Mark he would still have a career at PEMCO and went about changing the dynamics of Mark's job. By computerizing much of the workload, Stan made it possible for Mark to succeed and recover from what would have ordinarily been a career ending accident. Stan even went so far as to buy Mark a specialized van, for his professional and personal use.

Stan McNaughton touched the lives of so many different people. His personal philosophy of seeing life as a batting average: "You must give people enough chances at bat" represents the spirit of this great leader and sets an example for all of us to follow.

My heart goes out to his wife Clare of 55 years, his six children, and 10 grandchildren.

Stanley O. McNaughton will be very much missed.●

#### DAN & WHIT'S

● Mr. LEAHY. Mr. President, if there is one thing that anyone who visits Norwich, Vermont does not forget, it is Dan & Whit's General Store. Dan & Whit's is a Vermont legend, as are its namesakes, Dan Fraser and Whit Hicks, who bought the store back in 1955. Since then it has become the unrivaled nerve center of business, socializing, and political debate for Norwich and the surrounding area. Whit died a while back, Dan has since retired and his wife Eliza, known to all as Bunny, who did the bookkeeping, died not long ago. But the store has not lost any of the Vermont character they gave to it. Fortunately it has stayed in the family. Today it is managed by Dan's sons George and Jack Fraser, with the help of George's wife Susan, Jack's daughter Cheri, George's sons Dan and Matt, and a throng of loyal employees, young and old.

When you first enter Dan & Whit's you think it is just another grocery store. Of course there is a lot more Vermont maple syrup and cheddar cheese. But then you notice winter boots and snowshoes hanging from the ceiling, and boxes of nuts and bolts and nails and screws and every type of hardware. There are pots and pans, outdoor clothing, pens and stationery, guns and "No Hunting" signs. Keep walking and you pass piles of the "New York Times" and the paint mixing machine, and then you realize you have barely scratched the surface. Through a door and around a corner there are aisles that stretch almost as far as you can see, stacked high with snow shovels, horse feed, half a dozen sizes of stove pipe, sheep fence, sewing pipe, sleds, saws and axes, rakes and wheelbarrows, mail boxes, window glass, there's no end to it. You can even bring in your fire extinguishers for recharging, Jack being the Captain of the Norwich Fire Department. Thus the Dan & Whit's motto, "if we don't have it, you don't need it." Vermont author Noel Perrin once wrote, "There may be a better general store in the United States. But I haven't heard of it."

Mr. President, Dan & Whit's General Store is the unbelievable number and variety of things you can buy there, but it is also the extraordinary people who work there. In addition to the Fraser family members, it is people like Larry Smith, Linda Conrad, Al Langlois, Ron Swift, and Perry Wagner, who have been there for years and help make the store the one-of-a-kind place that it is. Dan & Whit's is people like Bill Fitzgerald, who finally retired after more than 30 years. Always in good spirits, always helpful, always finding what you need. And the one time in a million that they don't find

it, they will convince you that you did not need it in the first place.

Recently, "The Norwich Times" printed an article about Dan & Whit's that says it better than I can. I ask that the article be printed in the RECORD.

The article follows:

**IF WE DON'T HAVE IT, YOU DON'T NEED IT**

What has 22,600 square feet of space (but you'd never know it), and is filled with great stuff like aerators, Sorels, and the Sunday Times?

The legendary Dan & Whit's has stretched out along Main Street ever since the Merrill family opened their grain store in this location in 1891. At that time, the wandering building with the now-creaky wooden floors also housed Norwich's post office, town hall, and several small shops. Today, under the diligent management of owners George and Jack Fraser, this nerve center of Norwich is open seven days a week from seven o'clock in the morning until nine o'clock at night, three hundred and sixty four days a year.

**ALL IN THE FAMILY**

In 1955, Dan Fraser and his partner Whit Hicks bought it from Leon Merrill for whom they had worked since 1933. Dan and Whit plunged right in, expanding their merchandise to include newspapers, guns, beer, and wine. As the line of merchandise and inventory continually expanded, family members helped out. First it was Dan Fraser and his wife Bunny running it with Whit and Grace Hicks. Also at that time, grandfather John pitched in and cemented the basement of the store and stocked shelves, while the younger generation filled in after school. In 1973 when Dan bought out Whit and became sole proprietor, he was joined by his sons, George and Jack. Today, there are eight Frasers working at the store in various capacities.

**GOOD PEOPLE**

"What has kept me in the business is that I like the people. I would have retired before, but I know it's hard to find good people."—Bill Fitzgerald, Dan & Whit's employee off and on since 1934.

When two brothers work 60 and 70 hours each per week, one wonders how they can keep the peace. Jack and George say their partnership works very well. "We seldom fight," says Jack despite their grueling work schedules and the constant decisions that have to be made.

If you're looking for the people person, you'll find George up front managing staff, scheduling, hiring and training people and overseeing the Produce Department. Jack, on the other hand, is a product man. From his bench desk in the back of the store, he manages the Hardware and Housewares Departments.

No doubt the brothers are handy and resourceful people. However, working as many hours as they do, they gladly entrust some of the major responsibilities to guys like Larry Smith, one of their longest term employees, who runs the grocery department, and Al Langlois and Ron Swift who have the resourcefulness of a handy-man. Supervisor Linda Conrad oversees the check-out counters and trains many of the new hires. Then there's 82-year-old Bill Fitzgerald, with a white apron over his work attire, who cruises the aisles helping customers. Bill says that he first worked at the store in 1934, then after a number of years in the old drug stores in Hanover, came back in 1964. He's been at Dan & Whit's ever since.

**THE STORE**

"I use Dan & Whit's as part of my tour when showing property in Norwich. I always tell my customers to look around Dan &

Whit's and be sure to go to the back. It's awesome."—Brian Gardner, Realtor at The Gardner Agency, Main Street, Norwich

In the 22,600 square feet of space, 13,000 of that is devoted to selling. The basement is as large as the main store where vast amounts of goods are stored as is the huge supply of wood for the store's main source of heat—a large wood furnace. In former times, the store was heated by coal and then by oil. Now the Frasers use 16 to 20 cords of wood a year, most of it obtained by various arrangements Matt Fraser makes with loggers and wood lot owners. A back-up supply of split firewood is kept in the yard of Dan Fraser off Turnpike Road. In times of extreme cold, an old railroad stove in the basement is fired up.

**THE CUSTOMER IS EVERYTHING**

"We have a very serious responsibility to our customers, and if we can't serve them and the community, we are in trouble."—George Fraser

The very lifeblood of Dan & Whit's is the customer. "Helping our customers is most important for our business—more than any kind of media advertising," said George. "We train and orient our employees to be nice to them," adds Jack.

With so many products, helping the customer adjust to new products and changing technology is a good example of the Dan & Whit's customer-friendly philosophy. Jack tells about the lady who came in to complain that the batteries she bought from Dan & Whit's weren't working. She overlooked the fact that she had to buy a charger for the batteries. "Customers do get confused," he said.

**NO CASH REQUIRED**

"You know you have gone through an important rite of passage when you get to sign your name at Dan & Whit's—which seems to happen in the 3rd or 4th grade."—Norwich attorney, Garfield Miller

Local, down-home trust has been a hallmark of Dan & Whit's for years. How many places do you know (and it's practically the year 2000) that still offer customer charge accounts. About 30% of Dan & Whit's customers have charge privileges which used to involve prepayments or deposits of up to \$300, but that minor inconvenience has since been dropped.

"Personal trust helped the store develop customer loyalty," said George. ". . . and it was also very convenient. If a customer forgot their checkbook or wallet, the store would carry them until the next time they came in."•

**TRIBUTE TO WOMEN'S SPORTS**

• Mr. JEFFORDS. Mr. President, I rise today to pay tribute to the students, journalist, coach and business that have been recently recognized for their achievements in women's sports by the University of Vermont Women's Center in collaboration with the YWCA of Vermont as well as the Women's Sports Foundation. The recipients were selected from a long list of nominations based upon their contributions and support for women's athletics.

Sports play an integral role in the development of our children and help to bring communities together. By participating in sports, student athletes are exposed to a variety of situations that help to develop the skills they will need to succeed. As such, community support for these programs is of the utmost importance.

I am particularly pleased to see that the criteria for these awards included consideration of the students' academic performance, community involvement and leadership qualities.

I am thrilled that these awards acknowledge the contributions made by coaches, journalists and local businesses as well. Each plays a critical role in promoting school athletics. Coaches provide students with mentorship while journalists supply the public recognition and businesses contribute financially. Without the assistance of each, Vermont's student athletes would not have the opportunity to excel that they enjoy today.

In addition to the awards ceremony, the Professional Programs Division of Continuing Education hosted a teleconference for a number of recognized experts to discuss Title IX funding. Through our efforts in this field, significant progress has been achieved in providing women athletes with improved opportunities and better recognition, as is evident in this year's Olympic games.

Once again, I would like to congratulate this year's recipients and wish them luck in their future endeavors. Those recognized include:

**HIGH SCHOOL STUDENTS**

Katy Perinea—Middlebury  
Courtney Swanda—Bennington  
Margery Bolton—Bennington  
Anne Dean—Burlington  
Elizabeth Smith—Burlington  
Laura Jagielski—Grand Isle  
Erin Mascolino—Jeffersonville  
Sara Stanley—Westfield  
Heather Moylan—Newport  
Elizabeth Smith—Saint Albans  
Krista Calano—Saint Albans  
Amber Atherton—Williamstown  
Elizabeth Burt—Hyderville  
Sarah Bourne—Pittsford  
Alyse Averill—Barre  
Hilary Goddrich—Northfield  
Erin Hazen—Richford

**COLLEGE STUDENT**

Aimee Becker—Southern Vermont College

**COACH**

Missy Foote—Middlebury

**JOURNALIST**

Andy Gardiner—Burlington Free Press

**BUSINESS**

Howard Bank. •

**SALUTE TO FUTURE BUSINESS LEADERS OF AMERICA—PHI BETA LAMBDA WEEK**

• Mr. BREAUX. Mr. President, I rise today to commend the Future Business Leaders of America—Phi Beta Lambda (FBLA-PBL) for fifty-six years of service to America's students, teachers, businesses, and communities. During the week of February 8-14, educators, students, and business professionals across the country recognized National FBLA-PBL Week. I think this is a wonderful time for us to look back on the accomplishments of this organization, whose legacy leaves a strong foundation for education and the future of American enterprise.