

Express, United Airlines, and Bank of America, to name but a few—to improve operations and better analyze their marketing effectiveness. As I have heard MicroStrategy officials and their clients explain, the firm's technology allows run-of-the-mill e-commerce sites to be upgraded with "intelligence" features. As we all know, Mr. Speaker, the typical site lets the customer buy something, but provides little insight into what to buy, or security after the purchase.

MicroStrategy, for ten years, has been on the leading edge of a movement away from plain "vanilla" e-commerce sites.

The numbers alone speak volumes about the company's meteoric growth. It has been profitable since it was founded, achieving revenue growth of more than 100 percent per year annually. Analysts estimate that the company has an annual run rate of \$200 million. In the second quarter of 1999, the company recorded the best growth of any Business Intelligence provider and the fastest improving market share, according to one report. Every year, the company has essentially doubled its revenue and number of employees. Today it has over 1600 employees, many headquartered in Tysons Corner.

But even more impressive are the goals of the company's leaders, young, spirited entrepreneurs like cofounders Michael Saylor, CEO, and Anju Bansal, COO. Their vision of the way information technology will transform all of our lives in the very near future is the reason they have met with such astounding success.

One of the company's mottos is "Information Like Water." In an online interview earlier this year, Saylor explained the credo. "The great business organizations made it their mission to provide a certain utilitarian entitlement to the masses: radios for everyone, telephones everywhere, a car in every driveway," Saylor said. "Our vision is that the information you need to make better decisions will be ubiquitous, cheap, and clean. Just like water. We will be done when everybody has access to all they need, every hour of the day, everywhere."

And all signs indicate MicroStrategy is far from done. Last June 28, for example, the firm introduced its newest venture, Strategy.Com, which links the firm with companies such as USA Today, The Washington Post, Metrocall, and EarthLink to deliver personalized information and alerts to subscribers via e-mail, telephone, mobile phone, pager and the Internet. MicroStrategy provides the software, and the other companies provide the content.

Mr. Speaker, in closing, I want to send my sincere congratulations to MicroStrategy for its success, and thank the company for doing business out of Northern Virginia. MicroStrategy is a company that serves as a shining example of the American spirit, of the quest always to find a better, more productive, more user-friendly way of approaching challenges. In this new Information Age, MicroStrategy is helping its customers make information the most valuable source of strategic insight—insight that drives intelligent business, generates new, more profitable sales, and strengthens customer loyalty.

Mike Saylor's goal of "Putting a crystal ball on every desktop" is a revolutionary one, and one that has allowed the company he started to rise above the competition. Mr. Speaker, my crystal ball predicts MicroStrategy will continue to lead the way for years to come.

## TRIBAL JUDICIAL SYSTEMS

### HON. TOM UDALL

OF NEW MEXICO

IN THE HOUSE OF REPRESENTATIVES

Wednesday, November 10, 1999

Mr. UDALL of New Mexico. Mr. Speaker, today I introduce legislation that will improve tribal judicial systems through training, technical assistance, and civil and criminal legal assistance.

Recently, a nationwide survey conducted by the Department of Justice's Bureau of Justice Statistics found that American Indians are victimized by violent crime at two times the rate of the general population. The staggering poverty, unemployment and violent crime statistics of many Indian communities is a contrast to other communities that are experiencing strong economic health, low unemployment, and decreasing crime rates in other parts of America.

Mr. Speaker, equal access to justice is important to all Americans. As a past U.S. Assistant District Attorney and the former Attorney General for the State of New Mexico, I had numerous opportunities to work with tribal court judges, tribal court administrators and tribal court personnel. I became aware of the work of such Indian legal services programs of the Legal Services Corporation as Indian Pueblo Legal Services in New Mexico, and DNA Peoples Legal Services on the Navajo Reservation. These tribal judges and Indian Legal Services program attorneys deal with many of the same kinds of cases that make up state dockets: traffic, domestic violence, child welfare and assault, to name a few. But often these court personnel and legal representatives face staggering caseloads and are only able to draw upon limited resources such as the availability of law books, computers, personnel, or staff training.

The legislation I introduce today would do three important things. It would authorize the Attorney General to award grants from within existing programs at the Department of Justice. The grants would be used for the purpose of improving tribal judicial systems through training, technical assistance and civil and criminal assistance.

Second, the bill would provide that the Attorney General may award grants and provide technical assistance to Indian tribes for the development, enhancement and continuing operation of tribal justice systems. These grants and technical assistance may be used for such activities as code development; the development of intertribal courts and appellate systems; probation services, sentencing and alternative sentencing and diversion programs; juvenile justice services and multi-disciplinary protocols for child physical and sexual abuse; and traditional tribal justice practices and dispute resolution methods.

And last, the legislation would amend the Indian Tribal Justice Act of 1993 to extend the authorization for appropriations under the Act from fiscal year 2000 through fiscal year 2007. The Indian Tribal Justice Act of 1993 authorized base funding through the Bureau of Indian Affairs for the more than 250 existing tribal justice systems at a level of \$58.4 million annually. However, no funds have yet been appropriated under the act.

This bill is intended to be a complement to, rather than a substitute for direct federal fund-

ing to tribal governments in the area of tribal justice. Because tribal court judge organizations and Indian Legal Services programs do not wish to compete with tribal courts, the bill provides that the grants authorized under the act are outside of the Department of Justice's funds for the tribal courts program.

Finally, Mr. Speaker, this is a companion bill to legislation already considered by the other Chamber, S. 1508, which was introduced on August 5, 1999, by Senator BEN NIGHTHORSE CAMPBELL.

HONORING FRANCES COLBERT TERRELL

### HON. JOHN CONYERS, JR.

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Wednesday, November 10, 1999

Mr. CONYERS. Mr. Speaker, I would like to take this opportunity to congratulate a former employee of mine. Frances Colbert Terrell retired from the Federal Government on January 2, 1999, after 30 years of faithful and loyal service to the Legislative and Executive branches of government. Twenty-three of those years were spent right here in these "Hallowed Halls of Congress."

Fran, an alumnus of Hampton University, where she majored in business education, joined me in January 1989 when I became Chairman of the Government Operations Committee. Having begun her career on Capitol Hill in January 1972 as staff assistant to the Government Operations Committee, then chaired by the late Honorable Chet Holifield, Fran had come full circle and brought to my staff a wealth of administrative, management, and policy expertise on how to get things done in a Congressional Committee. Prior to joining me, Fran worked on the Small Business Committee under the chairmanship of former Rep. Parren J. Mitchell (D-MD) and the Banking and Finance Committee with former Rep. Henry S. Reuss (D-Wis) as chairman. She played a large part with my investigative staff in putting together its hearings, legislation and report for my 1994 Procurement Reform Legislation which streamlined the Government's \$200 billion per-year acquisition system and allows "off-the-shelf" commercial purchases whenever possible after my investigation had revealed major abuses in military procurement.

Fran, a native Alexandrian, came to the Hill at a critical and interesting time for African Americans. The country was still reeling from the assassinations of President Kennedy, Bobby Kennedy, Malcolm X, Martin Luther King, Jr., the March on Washington and the Poor Peoples' Campaign March. Major civil rights legislation had just been passed and an historic influx of Afro Americans had, for the first time, been elected to the House of Representatives. Fran says, "I still remember the awe and pride I felt working for Congress. There were few African American staffers in 1972, and I was sure my tenure wouldn't last any longer than 4 years at the most. You can imagine my own surprise at lasting for 23 years. Why, that's 11 terms!" Fran left the Hill for the Department of Agriculture in 1995 when the Republicans gained control of the House. However, she couldn't avoid politics. She ended her career with a former colleague

from Indiana, the Honorable Jill Long Thompson, Under Secretary of Agriculture in the Clinton Administration.

Fran says her plans now are to rest, relax and travel. She and her husband, Calvin, have already traveled to France, England, Greece and Italy. Her next adventure will be a cross country journey through the USA. I wish you the very best in your retirement and in whatever the future holds for you and your family.

HONORING OUR VETERANS WHO  
SERVED IN VIETNAM

**HON. ELTON GALLEGLY**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, November 10, 1999*

Mr. GALLEGLY. Mr. Speaker, I rise today in support of H.R. 3293, a bill I introduced today with 104 original cosponsors, which will create a three foot by three foot plaque to be placed at the 13-acre site of Vietnam Veterans Memorial. The plaque will honor these men and women whose lives were cut short by their service in Vietnam.

Honoring the men and women who gave the ultimate sacrifice for our country should always be a priority. Unfortunately, some Vietnam veteran service and sacrifice is still not being fully recognized because they can not have their names placed on the Vietnam Veterans Memorial wall. The wall is open to some veterans who died after the conflict, but the criteria for eligibility does not include many veterans whose post-war deaths were a direct result of such factors as Agent Orange and post traumatic stress syndrome. H.R. 3293 will address this issue by authorizing the creation of a plaque to honor them.

Mr. Speaker, it is vital for us to have a place to honor all the men and women who have served and died for their country. It is also important for the families of these fallen heroes to have a place in our Nation's Capital where their loved one's sacrifice is honored and recognized for future generations.

CONGRATULATIONS TO CLAY AND  
SHERYN DAVIS UPON THEIR RE-  
CENT MARRIAGE

**HON. HAROLD ROGERS**

OF KENTUCKY

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, November 10, 1999*

Mr. ROGERS. Mr. Speaker, I rise to give heartfelt congratulations to Mr. Clay Davis and Ms. Sheryn Shearer who were united in marriage on Saturday, October 30th, 1999 in Somerset, Kentucky. Clay has been a dear friend of mine for many, many years and it was a personal honor for me to serve as his best man that day. Clay and Sheryn declared their love before God, family, and friends, and I can not think of two people who more deserve the everlasting love and happiness they have prayed for.

Mr. Speaker, I ask my colleagues to join me in congratulating Clay and Sheryn on their recent nuptials. May their love only continue to grow with each passing year.

TRIBUTE TO GRACE MARIE TRIPP-  
HOLMES

**HON. SCOTT McINNIS**

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, November 10, 1999*

Mr. McINNIS. Mr. Speaker, I would like to take a moment to recognize Mrs. Grace Marie Tripp-Holmes, longtime educator, who recently passed away.

Before retiring in 1972, Mrs. Holmes taught a generation of children in Alamosa, Colorado. Mrs. Holmes taught high school in Manassa schools and later operated a private kindergarten in Alamosa, before the Alamosa School District offered its own kindergarten. Following her contributions there, she taught fourth grade at Alamosa's Central School.

Mrs. Holmes was an asset to the children and families of Alamosa. Her role as an educator facilitated an environment where students were effectively taught the values necessary to succeed. But when we lose a woman such as Mrs. Holmes, being missed is certainly no precursor to being forgotten. And, everyone who knew her, will walk through life a little bit differently for it.

IN CELEBRATION OF POLISH  
INDEPENDENCE DAY

**HON. SAM GEJDENSON**

OF CONNECTICUT

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, November 10, 1999*

Mr. GEJDENSON. Mr. Speaker, tomorrow the people of Poland will celebrate their independence day. I rise tonight to pay tribute to them and people of Polish descent across the globe.

After 123 years of occupation, the Polish people regained their independence and their place on the map on November 11, 1918.

The principles laid down by Woodrow Wilson after the First World War helped build a moral framework for Poland's reemergence. But it was up to the Polish people to guarantee that this promise was fulfilled. Many Poles had fought on a number of fronts, by choice or conscription, in World War I. Particularly famous was the "Blue Army" of General Jozef Haller, and the legendary Polish Legions of Jozef Pilsudski.

In July 1917 while resisting German control of his forces. Pilsudski was captured and imprisoned by the Germans at Magdeburg. Many Polish units subsequently refused to take an oath of allegiance to the Germans and then disbanded, building the ranks of the underground Polish Military.

As the Central powers collapsed, Ignacy Daszynski proclaimed a Polish People's Government in Lublin on the November 7, 1918. On November 10, Pilsudski was released by the Germans and returned to Warsaw where an awaiting Regency Council handed over power to him. Across the country, Polish military and ex-Legionnaires disarmed the Germans and seized political control.

Pilsudski telegraphed the allied governments that day with the immortal words, "the Polish state has arisen from the will of the whole nation." From that day onward Poles everywhere celebrated November 11th as Independence Day.

It is that much more painful that only two decades after throwing off the cloak of foreign occupation, Poland would undergo invasion and occupation by the Nazis followed by another invasion and forty-four years of domination by the Soviet Union.

My life has intersected with the bookends of this painful period in Polish history. My father was serving in the Polish army in 1939 when World War II erupted. After my family fled tyranny in Europe to settle in the United States, I ended up representing a Congressional district in eastern Connecticut that produced the submarines which helped the West win the Cold War and give the Poles their second chance for independence and freedom.

It was in the shipyards of Gdansk that the labor unions and Lech Walesa formed the Solidarity movement that rose from the underground to eventually negotiate communism's demise in Poland. It is my honor to represent shipbuilders in Groton, Connecticut—proud union members who stand for justice here at home and abroad. Some are Polish Americans who can trace their family history back to the days of November 1918 and before. Some of them like Wayne Burgess of Uncasville, a member of MDA-UAW Local 571, have visited the shipyards in Gdansk to express their solidarity with their Polish counterparts' heroic fight for freedom.

To complete the circle, it was my privilege to accompany President Clinton to the NATO Madrid Summit in July of 1997 when the Alliance invited Poland, along with Hungary and the Czech Republic to apply for membership. After years of occupation and oppression, the Polish people had finally found peace with the withdrawal of Soviet troops. When they joined NATO, the people of Poland achieved the only fundamental freedom they lacked—peace of mind.

I therefore rise with Polonia here in the United States and across the globe to pay tribute to Poland on the anniversary of its independence. Tomorrow let the world hear again that "the Polish state has arisen from the will of the whole nation."

PERSONAL EXPLANATION

**HON. JULIA CARSON**

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, November 10, 1999*

Ms. CARSON. Mr. Speaker, I was unavoidably absent for one vote on Tuesday, November 9, 1999, missing rollcall 578. Had I been present, I would have voted "yes."

TRIBUTE TO KATHERINE A.  
McMILLAN

**HON. ANNA G. ESHOO**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, November 10, 1999*

Ms. ESHOO. Mr. Speaker, I rise today to honor a great Californian and friend, Katherine A. McMillan, on the occasion of her 75th birthday.

The daughter of Irish immigrants Margaret and John Trumble, Katherine McMillan was born on November 17, 1924, in Worcester,