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Public safety director sues Canton Township

Ed Wright Hometownlife.com
USA TODAY NETWORK - MICHIGAN

The Canton Township Board of Trustees countered the filing of a pension-related lawsuit by current Public Safety Director Joshua Meier by unanimously approving the retention of a law firm to represent the township in any potential upcoming legal proceedings.

During Tuesday's board of trustees meeting, which lasted just five minutes in open session following an approximately one-hour closed session to discuss hiring the law firm, there was little discussion. Anne Marie Graham-Hudak was the lone trustee to comment, urging her colleagues to use caution before moving ahead with hiring Kienbaum, Hardy, Viviano, Pelton and Forrest.



Meier

that the township erred when it reduced his pension from a 2.8 multiplier.

Meier filed the lawsuit Nov. 7 in Third Circuit Court against Supervisor Pat Williams, Human Resources Manager Korreen Conley, the Board of Trustees and the Merit Commission, claiming

A multiplier is the pension formula factor that determines the size of the lifetime annuity a pensioner receives, usually expressed as a percentage of final compensation times years of service, according to governing.com.

When asked to comment on the matter following Tuesday's brief meeting,

See DIRECTOR, Page 2A

Woman sues Beaumont, clinic over invasion of privacy

Susan Vela Hometownlife.com
USA TODAY NETWORK - MICHIGAN

A 21-year-old woman is suing a metro Detroit hospital, a Livonia health care business and a Canton woman on claims that they were negligent in guarding her rights to medical privacy, according to a lawsuit filed earlier this year.

The woman's civil suit alleges that a former friend, Jessica Enrici, was a medical assistant at Advanced Cardiovascular Health Specialists (ACHS) when she accessed the woman's medical records through Botsford General Hospital's online medical records system.

Botsford General Hospital, now Beaumont Hospital Farmington Hills, and the records apparently were from 2016 and 2017 visits, including a July 31, 2016, visit for a sexually-transmitted disease test "after ... (she was) ... traumatically raped."

According to the complaint filed early this year in Third Circuit Court in Wayne County, the defendant accessed the plaintiff's online records in spring 2018 and, on May 10, 2018, used Snapchat and other social media to broadcast the plaintiff's medical records to the plaintiff's friends and family members.

According to the complaint, the defendant "also captioned the photograph/video of plaintiff's medical records stating '(Plaintiff's full name) dirty whore. Try to jump me and my girl again. Next time hit harder.'"

The suit alleges the medical records are still in the possession of the defendant and that she has continued to harass the woman.

The plaintiff - who filed her suit as "Jane Doe" - is asking for money and a jury because of the fear, anger, embarrassment, guilt, mental anguish, fright and shock she has suffered.

There also are "reasonable expenses incurred for doctors, psychiatrists, and other medical and psychological services for treatment of past, present, and future injuries."

The defendant and her attorney could not be reached for comment. The case is scheduled for a Dec. 9 evaluation and, if necessary, a Jan. 22 settlement conference.

No trial date is set.

Speaking over the telephone with her lawyer present, the former

See PRIVACY, Page 2A



About 50 people attended an informational meeting hosted by Save Hines Park on Monday at Schoolcraft College.

DAVID VESELENAK/HOMETOWNLIFE.COM

County commission to look at sale of Hines Park mills



The Wilcox Mill building sits several hundred feet from the Wilcox Lake dam.

HOMETOWNLIFE.COM FILE

David Veselenak Hometownlife.com
USA TODAY NETWORK - MICHIGAN

It's been a long process since it was made public that Wayne County would pursue the sale of three historic mills in Hines Park.

Soon, it appears the Wayne County Commission will get its chance to weigh in on the sale of two of them.

It's expected that the commission's committee on public services will take up the two purchase agreements for the Wilcox Mill, which sits at 230 Wilcox in Plymouth, and the Newburgh Mill, at 37401 Hines Drive in Livonia.

The agreements, if approved Tuesday by the committee, would then go to the full county commission for a vote on whether to sell the two parcels. No agenda for the meeting had been posted as of Wednesday morning, though several county officials said they expected it would be taken up then.

See SALE, Page 3A



Director

Continued from Page 1A

Williams replied: "I have nothing to say."

A release distributed during the meeting stated the township's liability claims provider, The Michigan Municipal Risk Management Authority, has cited an exception to the township's policy and has declined to provide a defense for the defendants in this matter.

"Due to the nature of the complaint in this lawsuit," the release continued, "it was determined that hiring outside counsel would be the best interest of the community."

Eric Pelton, managing partner of Kienbaum, Hardy, Viviano, Pelton and Forrest, proposed the following rates for the township: \$335 per hour for his services; \$300 and \$295 per hour for certain other partners in the firm; and between \$225 and \$275 per hour for associate work.

The township's legal fees will be paid from its Police and Fire Funds budget, the release stated.

In a letter to Kristin Bricker Kolb, the township's corporation counsel, Pelton said that an overhead expense that could range anywhere from 5 to 10 percent of the firm's overall charge will be added to the bill.

Meier initially made his case at a Merit Commission meeting July 22, testifying that the township's current interpretation of the pension rules is wrong.

The Merit Commission conducted a second hearing Sept. 16, voting 2-1 to refer the issue to the Board of Trustees, which voted 6-1 on a resolution in support of the township position on Meier's pension and denying his request to have it restored.

Meier oversees approximately 200 employees. He began volunteering as a Canton police explorer during high school and later was hired as a public safety service officer.

Meier worked his way up through the fire department as a firefighter/paramedic, deputy chief and fire chief. He is Canton's first public safety director to have a fire service background. In addition to his 19-year career, he was a long-standing board member on the department's local fire union.

4/5/11

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Privacy

Continued from Page 1A

Southfield resident said she and her former friend disagreed over a "random guy" they both know before the social media attack happened.

"I would never wish that on my worst enemy," she said.

The Razor Law Firm of Royal Oak is representing the woman.

Attorney James Razor said her case is relevant when it comes to medical record security.

According to the suit, Botsford and Advanced Cardiovascular, which has a clinic near Six Mile and Newburgh roads, "failed to ensure the confidentiality of Plaintiff's confidential, private, medical records by enforcing already-existing policies, whether HIPAA (Health Insurance Portability and Accountability Act) or internally mandated, which protect that confidentiality."

"This woman's life was ruined," Razor said. "Imagine that everybody knew everything in your medical records. We'll be asking the jury for substantial compensation in this case."

"This person with an ax to grind had unfettered ac-

cess to our client's entire medical record."

Colin Battersby, who is representing Botsford and Advanced Cardiovascular, directed questions to Beaumont.

Beaumont spokesman Mark Geary shared an emailed statement that the clinic employee's "misuse" was punished by immediately terminating her access to the medical records system and by ACHS terminating her employment.

The hospital also notified the plaintiff and reported the incident to civil rights authorities.

"We use a multifaceted approach to protect patient information," the statement read. "If we discover a patient's medical record has been inappropriately accessed, we take immediate remedial action, including notifying the patient in writing."

"Based upon their job role, health care professionals may be granted limited access to Beaumont patient medical records."

The defendant "was employed by Advanced Cardiovascular Health Specialists (ACHS). She was not a Beaumont employee. To facilitate patient care, Beaumont provides ACHS with limited access to Beaumont's electronic medical record system."

Contact reporter Susan Vela at svela@hometownlife.com or 248-303-8432. Follow her on Twitter @susanvela.

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- It can ruin your travel plans.
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All 15 attendees for the Sciatica and Lower Back Pain Workshop will be provided light refreshments, and will also receive a special report: "The Top 10 Burning Questions for Sciatica".



Looking forward to seeing you on Thursday, December 19th, 2019 in Livonia at 6:00 PM!

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A group of former PCEP marching band members performed during the Nov. 16 Michigan State-Michigan football game. COURTESY OF JOHN MCKIMMY

PCEP band alumni play at UM-MSU game

Ed Wright Hometownlife.com
USA TODAY NETWORK - MICHIGAN

The nationally-acclaimed Plymouth-Canton Education Park marching band was well-represented at the University of Michigan's "Big House" during the Nov. 16 football game featuring the host Wolverines and Michigan State.

The 26-time state champions and three-time national titlists fortified both schools' marching bands with 17 alums performing during the big game's halftime show.

The large group of next-level performers converged outside the stadium for an impromptu photo and reunion.

The performers included: Noah Brenny, Nathan Rodwell, Alex Zygumt, Christina Christenson, Catherine Christenson, Alaura VanNest, Lauren Wegrzyn, Katie Fedak, Jenna Craven, Marshall Rhea, Lindsey Adlhoeh, Ethan FitzGerald, Jimmy Milleville, Allison Mattson, Ian McKimmy, Mike Leon and Alex Farell.

Contact Ed Wright at eawright@hometownlife.com or 517-375-III3.

Arbor Hills landfill issued violation

Ed Wright Hometownlife.com
USA TODAY NETWORK - MICHIGAN

Salem Township's Arbor Hills landfill was issued a violation notice earlier this month by the Michigan Department of Environment, Great Lakes and Energy (EGLE) following a wave of odor-related complaints by residents of Northville Township and other neighboring communities.

The violation notice was issued Nov. 3 after EGLE conducted neighborhood odor observations in response to the complaints.

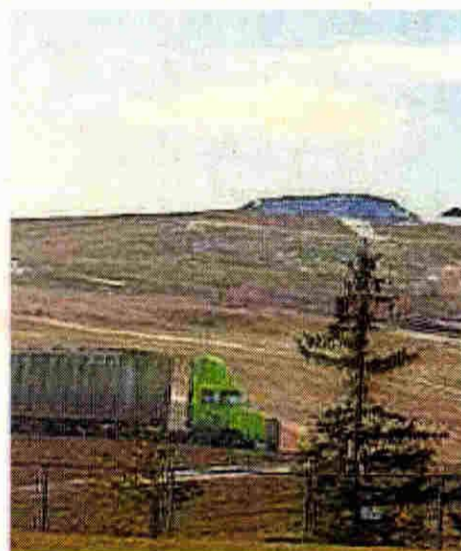
According to The Conservancy Initiative, a landfill watchdog organization, there were over 350 community odor complaints targeting Arbor Hills during the first 12 days of November.

All of the complaints came after Advanced Disposal Service, the owner of the landfill, completed repairs to the West Haul Road drain and the installation of a new leachate sump system – projects that ADS assured residents would correct the majority of the odor problems.

EGLE has requested that the landfill management team update the community on actions it is taking to correct the odor issues.

Residents are particularly concerned with complaints from parents of Ridgewood Elementary School, which is located less than one mile east of the landfill.

In September, a consent agreement and final order between the Environ-



The Arbor Hills landfill is in Salem Township in Washtenaw County, just west of Northville Township. FILE

mental Protection Agency and ADS was finalized requiring the installation of hydrogen sulfide monitors at or near the school for a period of at least five years.

The agreement also requires the installation of 30 new gas wells at the landfill.

Landfill-related issues were to be addressed at Thursday's 7 p.m. Northville Township Board of Trustees meeting at the township offices, located at 44405 Six Mile Road.

Contact reporter Ed Wright at eawright@hometownlife.com or 517-375-III3.

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Sale

Continued from Page 1A

While the plans for the Wilcox Mill have long been public — Plymouth resident Tony Roko hopes to turn it into an art center — the plans for the Newburgh mill haven't been discussed as publicly. But plans for the mill will seem familiar to those who have followed the saga.

The county selected Richard Cox, a developer known for redeveloping the mill in downtown Northville, to sell to. At the former mill, which operated as a factory for Henry Ford in the first half of the 20th century, would be a distillery and a small area for a place such as a coffee shop or smoothie bar. It would also house amenities such as bicycle rental for people in Hines Park, said Khalil Rahal, assistant Wayne County executive. A small park would also be installed on the grounds of the Livonia mill.

The project was selected utilizing a committee of people representing both county and Livonia city officials.

"In the end, we ended up taking the

highest and best project," Rahal said.

Cox is familiar with the process of purchasing mills owned by the county: he bought the Phoenix Mill in Plymouth Township from the county and is in the process of having it developed into a restaurant and banquet facility. Cox told the Plymouth Township Planning Commission earlier this year he hopes to re-open the facility some time next year.

The Newburgh Mill sits on 1.8 acres and the selling price is \$405,000, Rahal said.

In addition to selling the land with restrictions to Cox, Rahal said the county commission will also look to take up acquiring some additional land for the Wayne County Sheriff to use. Currently, the mounted division is housed next to the Newburgh Mill, and the county is looking at purchasing land not only from the Wayne County Land Bank in Westland in the Hawthorne Valley area but also a private holder to develop a new facility for horses. That area would be located not far from the current parks headquarters in the 8000 block of Farmington Road in Westland.

Rahal said the land is being purchased by for \$200,000, who will then

deed it to the county. Cox will then develop the stables and facilities for the mounted division, and must stay under the remaining \$205,000. Any expense above that figure, Rahal said, will have to be paid by Cox.

In addition, the sheriff's facilities must be built before Cox has access to the mill.

"We have taken all the risk off of the county. The developer here has all the risk," Rahal said. "Until they get a certificate of occupancy, they cannot get the Newburgh site."

The county commission's committee on public services is scheduled to meet at 9:30 a.m. Tuesday in the Guardian Building, 500 Griswold in Detroit.

While there are plenty of advocates for the sale, Save Hines Park, a group that formed to speak out against the sale of the mills to private developers, met Monday at Schoolcraft College to share updates and to rally their supporters to contact their county commissioners to vote against selling the mills.

The group has its roots in a group that rallied against the sale of the Warren Valley Golf Course in Dearborn Heights several years ago.

The group has said they have no problem redeveloping the mills — which have been underutilized for decades — but are against the sale of public park land to private developers.

"We are not against partnering with private individuals," said Nancy Darga, a former chief of design for Wayne County parks and a Northville resident. "We're against losing control or ownership of the facilities themselves."

County Commissioner Diane Webb, D-Livonia, said she supported the sale of the Phoenix Mill when it came to the commission, because that mill hadn't been in the park system for decades, according to the deed. It had been an asset of the roads division.

But Webb, who represents Redford, Dearborn Heights and part of Livonia, said she's against the current proposals.

"Wilcox Mill and Newburgh Mill are park assets," she said. "... they've been taking your park millage money all these years to pay for those parks and they are selling them on you, which is wrong."

Contact reporter David Veselenak at dveselenak@hometownlife.com or 734-678-6728. Twitter: @davidveselenak.

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What to do with a resistant condo board



Robert Meisner
Guest columnist

Q: I have an unusual situation in my condo where the same three board members have run the association for years and resist any attempt by anyone to run against them. They talk like they are a "team" and always advocate that the "team" be re-elected.

No one is willing to stand up to them, even though many of our concerns go unanswered.

What do you think I should do?

A: Stand up to them and confront them with the fact that regardless of how well they are doing their job, they should be encouraging other people to participate in the operation of the association.

Their "team" concept may be helpful or may be a subterfuge for mismanagement, conflicts of interest, favoritism, or plain incompetence. I have observed similar situations over the years where certain directors want to continue to exercise their "power" over the operation of the association.

However, if nobody else (including you) is willing to be a candidate for the Board of Directors, the association members will not be provided an alternative.

At the very least, you may want to get a group of co-owners together to obtain the services of an attorney to get the answers and supporting documentation that you seek.

Q: We have just purchased a condominium from a developer who is local and claims to have done multiple sites. When we checked with one of the sites that he claimed he developed, we found that they were bound by a confidentiality agreement could not discuss their experience with the developer. That has created some pause in our mind, and we are within the nine (9) day evaluation period before we are committed to proceed.

A: The developer, under the Michigan Condominium Act, should disclose to

... the same three board members have run the association for years and resist any attempt by anyone to run against them.

you any problems with the condominium project in question, but the developer is not obligated to tell you about other experiences that it or affiliated companies had in other condominium developments.

The fact that you are able to find that another development is subject to a confidentiality agreement should raise red flags in your mind. The agreement to maintain confidentiality may have been part of a settlement of a claim against the developer for substandard work.

You may still have various contingencies in your purchase agreement that will allow you to be released from the confines of the purchase agreement, but you should ask the developer about what transpired at that condominium project in question.

No doubt, the developer will try to sugarcoat the story, but the fact that it warranted a confidentiality agreement means that the developer did not want all the facts and circumstances of that development to become public.

Discretion being the better part of valor, you might be advised to go in a different direction and consult with an attorney who is knowledgeable about local developers.

Robert M. Meisner, Esq. is the principal attorney of The Meisner Law Group, based in Bingham Farms, which provides legal representation for condominiums, homeowner associations, individual co-owners and developers. His book "Condo Living 2: The Authoritative Guide to Buying, Owning and Selling a Condominium" is available at www.momentumbooks.com. He can be reached at 248-644-4433 or bmeisner@meisner-law.com. Visit the firm's blog at www.meisner-law.com/blog.

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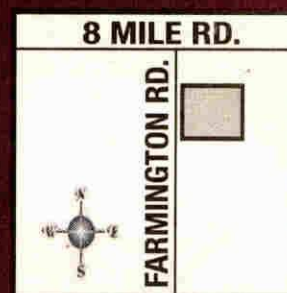
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Detroit Country Day Lower School completes expansion

The hallways at the Detroit Country Day Lower School are designed to mimic a village, with unique classroom entrances. JOHN HEIDER/HOMETOWNLIFE.COM



Susan Bromley Hometownlife.com
USA TODAY NETWORK - MICHIGAN

"Welcome home!" That was the sign that greeted students, staff and visitors to Detroit Country Day Lower School this week, fitting upon completion of a one-year, \$18 million expansion.

"I couldn't be more pleased," said Jennifer Bullock, director of the lower school.

The goal had been to have all 374 students in pre-K through fourth grade at the Maple Road campus in Bloomfield Township "before the snow flies."

They made it just in the nick of time Monday, with students getting a snow day Tuesday.

Classrooms in the new school are divided into neighborhoods by grades, with children in "the hamlet," "bungalow bluff," or "brownstone borough," with charming entrances complete with porches, lights, window boxes, shutters, and mailboxes.

Hallways connecting the neighborhoods are given an outdoorsy feel, with clouds suspended from the ceilings, and open learning spaces between, including a "wetlab" where science and art will be taught designed to look like a water feature, with blue floor tiles, and a park space complete with a tree and sculpted woodpecker.

The new library has a stage for performances, and the former gymnasium, with natural light pouring in from skylights, has been redesigned as an art space.

The new, full-size gymnasium still has the new wood scent that comes from its freshly varnished floor.

See EXPANSION, Page 7A

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Expansion

Continued from Page 6A

The cafe is a new addition as well, giving children a separate eating space from the gymnasium, where they formerly ate lunch.

There are tinker labs and a STEAM (science, technology, engineering, arts and mathematics) room with new 3D printers, and each classroom is equipped with a BenQ monitor.

Bullock was all smiles as she gave a tour of the school, which added 72,000 square feet in the expansion.

She noted that what she is most proud of is what she sees each time she goes into a classroom: Teachers and students engaged, "everyone happily learning."

"This is the hallmark of my entire career," Bullock, whose time at Detroit Country Day spans more than 17 years, said. "I knew when I came here, I would want to stay - the staff and students are amazing."

She is home, and so are they.

Contact reporter Susan Bromley



A Detroit Country Day Lower School student works on a science project.

at sbromley@hometownlife.com or 517-281-2412. Reach her on Twitter @SusanBromley10.



Lower School Director for Detroit Country Day Jennifer Bullock talks about the school's one-year, \$18 million expansion as she prepares to welcome students. PHOTOS BY JOHN HEIDER/HOMETOWNLIFE.COM

WESTLAND GOODFELLOWS

"2019 No Child Without a Christmas"

The Westland Goodfellows are holding a toy and food drive. Donations of toys, hats & gloves, and non-perishable food items can be dropped off at any of the following locations. All donated items will be distributed to Westland families this Christmas. Donation boxes available November 1 to December 6, 2019.

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Ruth Olson Photography	34215 Ford Rd., Westland
Taylor Towers	36500 Marquette, Westland
Venoy Pine Apartments	7127 Bonnie Dr., Westland
Wayne Ford Civic League	1661 N. Wayne Rd., Westland
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Westland Fire Dept. NEW	35701 Central City Parkway, Westland
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Obituaries

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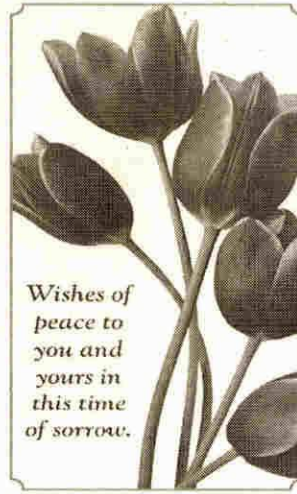
Anne Brace

PLYMOUTH - Anne Brace was a beacon of love. Anne met the love of her life, Brian, while she was a freshman at Dearborn High School. They married on a beautiful August day in 1992 and their true love was an inspiration to all. Their love strengthened even more as their family grew. Anne's beacon of love continues to shine through her amazing children Drew, Megan and David, of whom she was so very proud. She also had a comfort puppy, Lucy, that gave her snuggles throughout the last year and half. Anne cultivated a community of love through her friends and family. She was adored by her mother-in-law, Marie Brace. She had a very special relationship with her two sisters and brothers-in-law, Pat and Greg Klask and Kathy and Dave Hodges. Her in-laws were near and dear to her heart - Frank Brace, Rick and Anne Marie Brace, Kim and John Kondo, Michael and Amy Brace. She was so proud of her nieces and nephews and made each one feel special and cared-for... Stephanie, Kim, Michael, Danielle, Caitlin, Morgan, Julian, Mariko, Cameron, Carson, Ethan, Amanda, Quinn, Chase and Sally. Anne's friends were also tremendously special to her; she made every friend feel like a best friend. If you met Anne once, you had a friend for life. Anne's light came into the world on October 7, 1968. On November 10, 2019 she joined her parents Kathy & Paul Williams, her brother Scott Williams and her father-in-law Frank Brace in heaven. Anne was passionate about her work with children in education and taught so many to believe in themselves and reach goals that seemed unattainable. She loved volunteering at school and serving as manager and board member for hockey and lacrosse. She cherished her times with her friends and was always up for an adventure. Her belief in Hope and Healing never faltered, her courage never wavered and she was always hopeful for a positive outcome. To know Anne is to know love. Visitation will take place on Thursday November 21st from 2pm - 9pm at Vermeulen-Sajewski Funeral Home @ 46401 Ann Arbor Road in Plymouth. A celebration of life service will take place on Friday, November 22nd at First United Methodist Church, 45201 N Territorial Road in Plymouth. Visitation at the church will be held from 9:30am - 10:30am and the service will begin at 10:30am. Pastor Jeff Nelson of Royal Oak First United Methodist Church was a super hero to the entire family throughout this journey. In lieu of flowers, the family strongly suggests donations to Pastor Jeff's church: Royal Oak First United Methodist Church, 320 West 7th Street, Royal Oak MI 48067. <https://www.rofum.org/> To share a memory, please visit vermeulenfh.com



Yuri M. Stankey

MARTINSBURG, WV - Yuri M. Stankey, 86, of Martinsburg, passed away on November 17, 2019. Memorial service was held November 23, 2019 at Brown Funeral Home South Berkeley Chapel in Inwood. Online condolences may be offered at www.BrownFuneralHomesWV.com



Marie Toarmina

WESTLAND - Toarmina, Marie "Mickey", November 19, 2019 age 94 of Westland. Beloved wife of 50 years to the late Frank. Cherished mother of Peter (Laurie), Pam, Pat (Gary) Root, Sande (Terry) Spada, Mary-Lynn (Leonard) Sheko, Lou (Gina), Frank, and Rosemarie (Ron) Tolson. Dear sister of the late Mary (Tony) Vitale, Eva (Frank) Giuliano and Larry Gioia. Proud grandma of Frank W., Lisa, Crystal, Barbara, Marie, Frank Z., Anthony, Jon, Rebecca, Jacob, Sarah, Dominic, Ryan, Michael, Frank Paul, Ron E., Rylee and Vinny. Also survived by 15 great grandchildren. A Funeral Mass was held on Friday, November 22nd at St. Richard Catholic Church, 35851 Cherry Hill Road in Westland. Arrangements entrusted with Vermeulen-Sajewski Funeral Home, Westland. To share a memory, please visit vermeulenfh.com



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~Natalie Standiford



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Sports



"We were the more physical team," said Birmingham Seaholm quarterback Caleb Knoer after the game. TOM BEAUDOIN/SPECIAL TO HOMETOWNLIFE.COM

FOOTBALL REGIONAL FINAL

Seaholm tops Port Huron, 44-28

Colin Gay
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

Facing a fourth down at the opponent's 39-yard line in its first drive of the game, Birmingham Seaholm took a chance.

Junior quarterback Caleb Knoer led the Maples offense back onto the field, having run seven run plays previously. Knoer took the snap, faked the hand off to the running back and rolled out to the right. The quarterback found senior

running back Chaz Strecker in stride wide-open five yards away.

With the reception intact, Strecker did what he does best with the ball in his hands: run. He graced along the sideline, finding the end zone for the 39-yard score.

But that was just the beginning for Strecker: the jack-of-all-trades, who brought in two touchdowns — one on the ground and one through the air — an interception and a 91-yard kickoff return touchdown, leading Seaholm to its first regional title since 1997 with a

44-28 win against Port Huron on Nov. 15.

The Maples advanced to the state semifinal, and were scheduled to take on Detroit Martin Luther King on Saturday. Game results were not available in time for print. Visit hometownlife.com for the latest game results.

"We play with the mindset that this is going to be our last game," Strecker said. "We always have to leave everything on the field."

See SEAHOLM, Page 2B

QB Gavin Brooks leads Churchill on resurgent run



Livonia Churchill quarterback Gavin Brooks drops back for a pass against Walled Lake Western in the regional final on Nov. 15. DAVID DONOHER/SPECIAL TO HOMETOWNLIFE.COM

Future looks bright

Colin Gay
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

From the moment Gavin Brooks first touched a football field, he wanted to be Drew Brees.

He loved the idea behind the position of quarterback, being the field general, taking control of the offense and the locker room. He wanted to be the person that everyone knows is going to do the right thing, that everyone is able to rely on.

This was what Brooks is striving to be, and in his first season as the quarterback at Livonia Church-

ill, the junior was able to start that process.

After losing four of his first five games as a starter to Brighton, Belleville, Dearborn Fordson and Livonia Franklin, Brooks led the Chargers to four straight victories, giving Churchill its third playoff bid in three years and its fifth postseason bid in the past six seasons.

Even before his first snap as a varsity quarterback, Brooks was selected as captain by his fellow teammates. With that role, through the tough stretch to start the season, the junior stressed the locker room to look at the big pic-

ture, that playoffs were possible.

He wanted the Chargers to embrace the underdog mentality.

"I don't even know how many games we were picked to win in the regular season," Brooks said. "We've always been the underdogs and we have known that each week."

Churchill linebackers coach Michael Brooks has had a first-hand look at the progress the Chargers have made. But he also knew the backstory. He knew this was something Gavin Brooks, his son, has been waiting for since he was

See GAVIN BROOKS, Page 4B

VOLLEYBALL
STATE QUARTERFINAL

Churchill ousted by Ann Arbor Skyline

Colin Gay
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

Coming out of a timeout in the third set against Ann Arbor Skyline in the MHSAA volleyball state quarterfinal, Livonia Churchill senior libero Jessica Maladecki looked at senior outside hitter Sarah Dunn and freshman Madeline O'Connor in the back row. She patted each on the back, nodding to them in affirmation.

She used the opportunity in her last moments as a Churchill volleyball player to be a senior leader.

"We play as a team," Maladecki said. "You pat them, say, 'We are here together. Win or lose together.'"

Facing an Ann Arbor Skyline team that had failed to drop a single set in its playoff run, Churchill ended its season the same way it did in 2018: the quarterfinal.

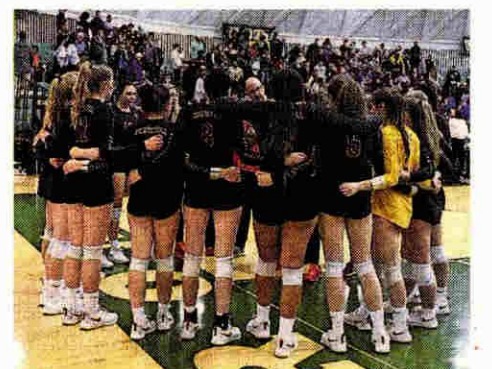
The Eagles swept the Chargers in three sets, 25-15, 25-17, 25-12, Tuesday to give Ann Arbor Skyline its first semifinal bid in school history.

"We had a strong team, a winning team," Churchill head coach Claire Urban said. "We tried to put up our best effort against them."

After a first set in which the Chargers failed to record a run of more than two points, they came to life a bit in the second set.

Trailing 18-10, Churchill went on to win the next four points, ignited by a kill

See VOLLEYBALL, Page 4B



The Livonia Churchill team unites after its three-set loss to Ann Arbor Skyline in the state quarterfinal on Tuesday. COLIN GAY/HOMETOWNLIFE.COM



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FOOTBALL REGIONAL FINAL

Detroit Country Day stops Milan, 24-6

Colin Gay
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

The Detroit Country Day defense had a reputation to uphold. Heading into its regional game, the Yellowjackets allowed only an average of 5.5 points per game, allowing 12 points in two playoff games.

Country Day head coach Dan MacLean knew what Milan quarterback Tristen Hines could do with the ball in his hands, especially when he found the edge and found open space. That was the game plan: force Hines and the Big Red offense to throw.

"He's vital to them, and we thought we could shut them down," MacLean said.

That's exactly what Country Day (12-0) did, leading to a, 24-6, victory against the previously undefeated Milan (11-1) in the regional final, the Yellowjackets' second regional title since 2016.

Country Day was scheduled to take on Flint Powers Catholic in the state semifinal on Saturday, after print deadline. visit hometownlife.com for the latest game results.

"When our focus is good and we are doing the things we are supposed to do, I think we are tough to beat," MacLean said. "It's that whole thing: we have to keep improving, we have to get better each week. I'm very proud of them though."

Forced to pass

From Milan's first offensive drive, the game plan was obvious: Hines, veiling his intentions by the option, tucking and running. Six of the first seven plays in the first drive were quarterback runs.

However, as the game continued, Hines found less and less open space.

Only two of Hines' 28 carries were for over 10 yards, one of which was a 15-yard touchdown in the second quarter.

Averaging 2.54 yards per carry, Hines recorded 71 yards on 28 carries, scoring the 15-yard touchdown and losing the ball on an attempted option handoff.

With the primary goal of stopping the quarterback run, Country Day defensive back Saborn Campbell knew the time would come for the pass defense to step up.

"We were just working all week on going up and getting the ball," Campbell said. "We knew we had athletic players, athletic defensive backs, so we got good



Detroit Country Day running back Anthony Ammori makes a cut during the regional final win over Milan on Nov. 16. TOM BEAUDOIN/SPECIAL TO HOMETOWNLIFE.COM

reads on the ball and went up and made plays."

Seemingly on every pass play, the Yellowjackets defensive backs were swarming, forcing the Milan passers to complete 7-of-19 pass attempts.

In two cases, the Country Day defense determined the momentum.

With the game scoreless after two offensive drives, Hines lateraled the ball back to quarterback Cole McElvany. The sophomore took two steps and threw up a prayer that was tipped by Country Day defensive back Ronnie Scott, landing in the hands of junior linebacker Joe Miller, who brought it in for a touchdown.

Holding onto a 21-6 lead in the fourth quarter, junior defensive back Kaelen Cooper secured the victory with an interception of his own.

With the preparation Country Day

had against Milan, with how the defense had played all season, Campbell said the performance for the defensive backs as a whole was just instinct.

"I always see the ball in the air, and I think I got it," Campbell said. "I just go up and make a play on every single ball in my area."

Offensive identity remains

Country Day senior running back Anthony Ammori said the offense likes to play defense as well, continuing to keep the ball as the clock continues to run.

In the Yellowjackets' win against Milan, that proved to be a major factor.

While the running game did not find early success in the first half, Country Day, especially in the fourth quarter, found momentum in the run game.

Overall, the Yellowjackets recorded 143 yards on 36 rushes, with senior back Chris Rea finding the end zone on a 14-yard run in the fourth quarter.

In the pass game, senior Ahlon Mitchell did just enough to keep Country Day ahead, finding Campbell for the 57-yard score at the end of the first quarter to give the Yellowjackets an insurmountable two-score lead.

"That's our identity, man," Ammori said. "We are a hard, tough team. We have a great defense, who played great today. We just want to run the ball. Our offense wants to play defense and take care of the ball."

Consistency is key

Holding a 12-0 record heading into the state semifinal, MacLean said it was hard to get to where Country Day is now.

He pointed to the shift in mentality before the season, allowing players to have more ownership in the program. He pointed to the mid-season shift, enforcing players and coaches alike to step it up on the practice field.

That is why the Yellowjackets are where they are today.

"It's hard to stay consistent and do the things you are supposed to," MacLean said. "It's all about your habits and how you practice."

That will be the approach when Country Day takes on Flint Powers Catholic in the semifinal, a team MacLean describes as "gritty."

"As you go down the road in the playoffs, those are the kind of games that you should expect," MacLean said.

Ammori, a senior, remembers what a semifinal is like. He was called up to the varsity team as a freshman on Country Day's run to the state final.

"Just being apart of those games, and now you are actually playing in them," Ammori said. "It's funny how that works. I'm just trying to cherish it."

Country Day earned a 20-14 win against River Rouge in the 2016 semifinal, en route to a 10-7 loss to Grand Rapids Catholic Central in the final.

Ammori knows one thing for sure: to get back to the state final game, it will have to beat a hungry opponent.

"It's going to be a dog fight," Ammori said.

Contact reporter Colin Gay at cgay@hometownlife.com or 248-330-6710. Follow him on Twitter at @ColinGay17. Send game results and stats to Liv-Sports@hometownlife.com.

Seaholm

Continued from Page 1B

The Strecker Show

After his senior running back rushed for 175 yards in Seaholm's 42-7 district-final win against Birmingham Groves on Nov. 8, head coach Jim DeWald called Strecker tough as a lion.

After the Port Huron win, DeWald could not find an animal adequate for comparison.

"Goliath in a little man's body," DeWald said.

From the first carry of the game, Strecker found momentum offensively, carrying the ball 12 times for 114 yards, averaging 9.5 yards per carry.

Along with his 39-yard touchdown catch to set the tone from the first drive of the game, the senior added a 39-yard touchdown run to give the Maples a 31-0 lead, after touchdown runs from Jack Trinch and Will McBride.

"He doesn't know half speed. He doesn't know anything except 'I'm going to go full speed,'" DeWald said. "His mentality is infectious. His attitude is infectious."

Strecker did not only make an impact offensively.

On the first drive of the third quarter, trailing 24-0, Port Huron was driving for the first time all game, helped by a 45-yard pass from quarterback Phil Mackay to wide receiver Nijere Finney.

Facing a 1st-and-10 from the Seaholm 20-yard line, Strecker brought down a Mackay pass, taking it 31 yards for the interception.

"It's always about doing everything in my power to help my team at any moment in the game," Strecker said. "It's always about playing that full 48 minutes. You can't take a single second off."

But Strecker was not done.

With the game already firmly in Seaholm's grasp, the senior took the ball back 91 yards for a touchdown on a kick-off, securing the Maples' first semifinal bid in 22 years.

Because Strecker's goal is to extend



Birmingham Seaholm celebrates its regional championship and its state semifinal bid. TOM BEAUDOIN/SPECIAL TO HOMETOWNLIFE.COM

his senior season as long as possible, to secure his legacy as a Maple.

"We can compete and we came here to compete," Strecker said. "We're here to stamp our foot in the ground and make Seaholm history."

Defense shines bright

While the offense did not step off the gas to start, the Seaholm defense shined from the word go.

The Maples did not allow Port Huron to secure a first down until the second quarter, allowing 52 total yards — 37 of which came on one pass play — and only one first down in the first half.

DeWald said his defense was very physical, taking the challenge. He praised the front seven for its ability to stop the run, but raved about the defensive backs for their ability to limit the impact that Mackay made with his arm.

"They took some shots, and Will Bournias in the end zone, what a defen-

sive play he made," DeWald said. "That could have been a momentum changer."

Mackay completed 8-of-18 pass attempts for 138 yards with an interception.

For Bournias, when that pass break-up was made, his focus was the same as Strecker's: he had to determine his legacy.

"In that moment, that was my time to shine," Bournias said.

'It's Maple football'

The dominance continued for the Seaholm offense.

The Maples continued its streak of 40-point playoff games, playing the brand of football they are known for.

DeWald's plan never changes. It's running the ball, using the pass to give different looks, but, using the ground game to retain possession and keep the clock moving.

And a lot of that credit goes to the offensive line.

"Our guys stayed low, they pushed them off the ball, they stayed physical," Knoer said. "We were the more physical team."

With this approach from the first day of practice, Strecker knew that success was possible.

"We came in thinking we had the opportunity, we had the skill set to go far," Strecker said. "Every week, we kind of surprised ourselves, but we always come prepared."

For Seaholm, King is next: a perennial powerhouse.

But DeWald is not going to change his game plan. He's going to keep to the same message that brought him here.

"What we do offensively is not pretty, not sexy, not for everyone," DeWald said. "But, gosh dang it, it's Maple football."

Contact reporter Colin Gay at cgay@hometownlife.com or 248-330-6710. Follow him on Twitter @ColinGay17. Send game results and stats to Liv-Sports@hometownlife.com.

PREP CROSS-COUNTRY

Brighton's Spamer qualifies for NCN

Bill Khan
Livingston Daily
USA TODAY NETWORK - MICHIGAN

Jack Spamer proved himself against elite cross country competition throughout the fall, so he wasn't about to run scared while racing some of the top runners from five states.

The Brighton senior went to the front of the pack, faded, but was able to secure the final spot for the Nike Cross Nationals.

Spamer finished fifth with a time of 15 minutes, 9.6 seconds in the Nike Cross Regionals Midwest meet Saturday at the famed Lavern Gibson Championship Cross Country Course in Terre Haute, Ind.

The top five individuals not on qualifying teams advanced to the national meet Dec. 7 in Portland, Ore. None of the runners ahead of Spamer ran for a qualifying team, meaning it was fifth place or bust. He held onto the final qualifying berth by 0.4 seconds over Clarkston senior Brendan Favazza.

Two weeks earlier, Favazza was second in 15:06.0 and Spamer was third in 15:17.1 at the MHSAA Division I meet at Michigan International Speedway. Spamer led Brighton to the team championship.

"I was able to go out and lead the majority of the race, which I felt pretty comfortable doing," Spamer said. "Toward the end, I started to definitely die a little bit, but I was able to hold my spot to get the final qualifying spot."

"Toward the end, coming into that home stretch, I knew I didn't have much left. I knew I had to hold on for dear life, pretty much, during the last home stretch. Brendan was catching me quick. Thankfully, I was able to hold him off."

It was the deepest field of fast runners in which Spamer has competed, with the top 63 breaking 16 minutes. Josh Methner of Illinois won in 14:57.7. Evan Bishop of East Grand Rapids was the other Michigan qualifier, taking fourth in 15:05.8. Four-time all-stater Zach Stewart of Brighton was 16th in 15:31.9.

The meet consisted of runners from



Brighton senior Jack Spamer, far left, qualified for the Nike Cross Nationals by placing fifth in the Midwest regional meet on Nov. 16. PAUL NICKOLEY/COURTESY PHOTO

Illinois, Indiana, Michigan, Missouri and Ohio. There are eight regionals across the country.

"The be able to qualify for a national meet racing all these guys who are really, really good at what you do helps mentally and to gain experience racing faster guys," Spamer said.

The race was held on the same course that annually hosts the NCAA Division I championship. Spamer hopes to run in Terre Haute in the future as a runner at the University of Michigan. He signed with the Wolverines last week.

"It was fun because it's a dedicated cross-country course," Spamer said. "It's nice to run on a course you might be doing further in your career. Just having that experience, I've raced there before, I

understand the turns and stuff. It's nice to see those courses before the collegiate level when there's a little bit more pressure."

If all goes well for Spamer, he could end up racing three more times before taking a two-week break in between cross-country and indoor track. He will run the Foot Locker Midwest Regional Nov. 30 in Kenosha, Wis. in an attempt to qualify for the Foot Locker nationals Dec. 14 in San Diego.

He's never run cross-country after the state meet, so it's a new challenge for Spamer to maintain peak fitness from the state meet on Nov. 2 to possibly Foot Locker nationals six weeks later.

"I've just been staying at my mileage plateau," Spamer said. "Kind of where I

peaked during the season is where I'm at now. I'm continuing that training for the rest of my season to get quality training under my belt going into the bigger meets. Last year, I considered doing Foot Locker, but had a bit of a knee injury, so I couldn't do it. My freshman and sophomore year, I never thought about doing any of that."

Another member of Brighton's state championship team, senior Scott Spaanstra, helped Michigan win the Mid-East Cross Country Championships in Kettering, Ohio. Spaanstra finished eighth out of 36 runners in 16:07.3. The meet featured qualifiers from Indiana, Michigan and Ohio.

Contact Bill Khan at wkhan@gannett.com.

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Gavin Brooks

Continued from Page 1B

8 years old.

Gavin Brooks grew up in and around the Churchill football program, working with former Chargers quarterbacks like Seth Suda, Evan Cummins and Brian and Drew Alsobrooks. Gavin started attending Churchill head coach Bill DeFilippo's quarterback meetings when he was in seventh grade.

But that did not mean there was a transition period for the junior quarterback in his first season on varsity.

Without many snaps at the high-school level after breaking his collarbone in the second game of his sophomore season, Gavin Brooks said he had a lot of mental preparation to build up his confidence before he took the field.

When he did take the field for the first time on a Friday night, the junior quarterback said there was a "welcome to varsity football" moment.

"In the first game against Brighton, it was the first sack, the first time I had gotten hit since breaking my collarbone," Gavin Brooks said. "It was kind of like well, I'm back into things."

Michael Brooks said it took a few weeks for the game to slow down for Gavin.

But after 14-point losses to the Bulldogs and Fordson and a 21-point loss to Belleville, the offense showed what it had learned against powerhouse defenses against Franklin.

"We went toe-to-toe with a very good football team. I think that was the mo-



Gavin Brooks fights off the Dexter defense during Livonia Churchill's 41-39 win in the first round of the MHSAA football playoffs. TOM BEAUDOIN/SPECIAL TO HOMETOWNLIFE.COM

ment where the offense started clicking," Michael Brooks said. "There was some energy, some buzz in that offense where they knew they could get it done. They knew what they had done up until that point wasn't enough."

While Churchill came out of the game with a 1-4 record, there was renewed life, a confidence that was there all along.

The turnaround had begun.

Gavin Brooks and the Churchill offense averaged 32.1 points per game in the Chargers' next six wins, including 40-point performances in the first round of the playoffs against Dexter and the district final against previously un-

defeated Battle Creek Lakeview. In those two games, the junior quarterback threw nine touchdowns.

Gavin Brooks knows how big varsity football is. He knows that when momentum is on the side of his team, big things can happen.

While Churchill's season ended with a 21-14 loss to Walled Lake Western in the regional final, ending a Cinderella run, Gavin Brooks is expecting big things for his senior season after completing 66% of his passes for 1,701 yards, and scoring 23 touchdowns — 18 through the air and five on the ground — with only three interceptions.

According to his mother, football is

all that her son thinks about.

"He really just wants the best for his team," Shannon Brooks said. "He just wants his team to go as far as they can go. He just wants to be a part of that."

For Michael Brooks, he is not expecting to see a lull at the start of the season like there was in 2019. Instead of playing as the underdog, he expects Churchill to come into 2020 as a playoff contender, as the favorite.

That load, that pressure is something Gavin Brooks has been preparing since he was eight years old to handle.

"If people don't believe in us, we are going to have to make them," Gavin Brooks said.

Athlete of the Week results

Livonia Churchill quarterback Gavin Brooks was named the Hometown Life Prep Athlete of the Week for the week of Nov. 11.

It was the second-straight week the junior quarterback was the winner of the poll, receiving 38,675 of the 73,806 total votes (52.4%).

Northville swimmer Emily Roden finished in second place with 31,119 votes (42.16%), and Birmingham Seaholm running back Chaz Strecker finished in third with 3,065 votes (4.15%).

Novi volleyball player Shannon Jennings and Farmington Hills Mercy volleyball player Jess Mruzik finished in fourth and fifth place, respectively.

Contact reporter Colin Gay at cgay@hometownlife.com or 248-330-6710. Follow him on Twitter @ColinGay17. Send game results and stats to Liv-Sports@hometownlife.com.

Volleyball

Continued from Page 1B

by Dunn, who finished the game with eight of the team's 17 kills.

However, the Chargers could not stop the Eagles, who recorded a four-point run to secure the second set.

That momentum carried into the third set for Ann Arbor Skyline. Led by sisters Haper Murray and Kendall Murray, who is committed to Michigan, the Eagles used a six-point run and a four-point run to secure the sweep.

"We've fought through so much and

I'm extremely proud of my team and everything we have done," Churchill junior setter Madison Johnson said. "I totally wish this season could have gone on, but it's the little things we could have worked on more that had us fall."

For Urban, this run meant something even more than just another quarterfinal bid. In her first year as the varsity head coach, she had coached many of the seven seniors on her roster from the moment they came in as freshmen.

With the experience and the talent she was inheriting, Urban knew something special could happen in her first season.

"I told them from the beginning of the

season that I knew they could make this run," Urban said. "I said, 'I have that passion and I know that drive, and I know you guys can do it.' And we did it."

Maladecki said the players and coaches never expected to get as far as Churchill did this season, but that they were proud to do it for Urban in her first season.

Urban described herself as the thankful one as she watched the Chargers' season come to a close.

"I literally have watched them grow up," Urban said. "It was an honor to be able to coach this team this year. They are amazing kids, they are amazing students, they are amazing athletes.


They're nice, they have fun, they're good people, and it's all my honor. That was the blessing they gave to me, not the other way around."


But like the pat on the back while her team was down by 10 points, Maladecki wants that camaraderie to continue even after she is gone. She wants that to be her lasting legacy.

"Play as a team. Be friends with each other, be the best of friends. You only get a certain amount of time to play with each other," Maladecki said. "Live it up."

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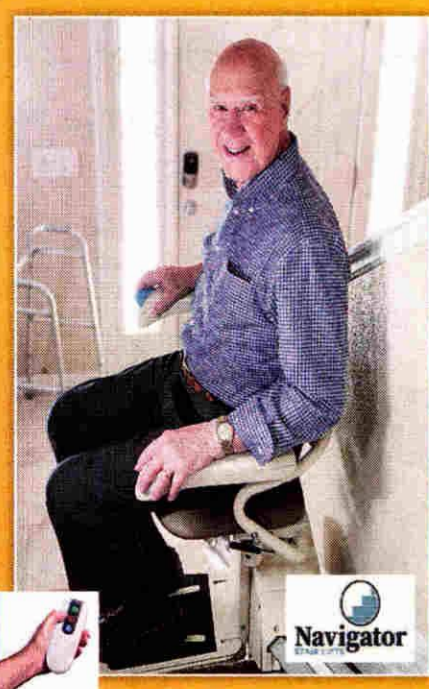
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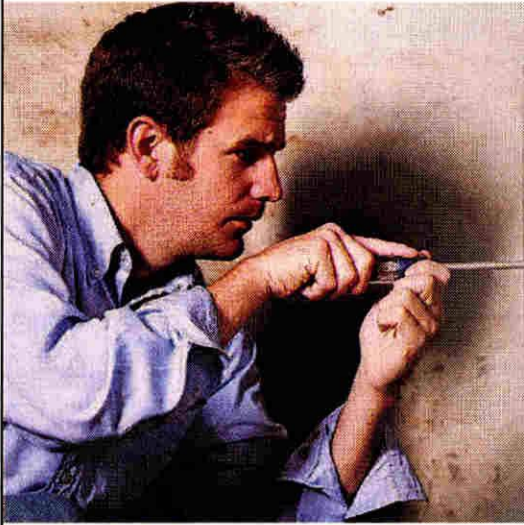
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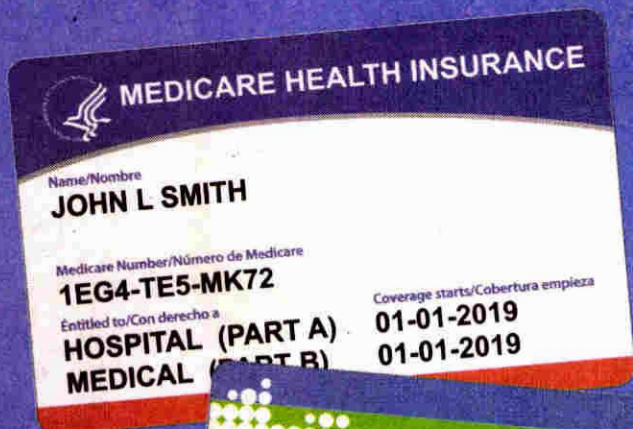
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STATE OF MICHIGAN FILE NO.
PROBATE COURT
COUNTY OF WAYNE

NOTICE TO CREDITORS
Decedent's Estate

Estate of OWEN CHARLES
CRETEAU
Decedent, Date of birth: 8/22/1919.

TO ALL CREDITORS:

Notice To Creditors: The decedent, OWEN CHARLES CRETEAU, died 09/03/2019. Creditors of the decedent are notified that all claims against the estate will be forever barred unless presented to Patrick Creteau, nominated personal representative, or to both the probate court at Wayne County Probate Court, 1307 Coleman A. Young Municipal Center, 2 Woodward Avenue, Detroit, Michigan 48226 and the personal representative within 4 months after the date of publication of this notice.

Date: October 22, 2019

Patrick Creteau
Nominated personal representative
7845 Dexter Town Hall Road
Dexter Township, Michigan 48130

Attorney Laura Ann Schreiner
Bar No. P56533
800 West Long Lake Road, Suite 160
Bloomfield Hills, Michigan 48302

Publish: 11/24/19 LO-0000354185 144

TO: Mitchacole Hayes (aka "Mitchacole Johnson")
7714 Merriman Rd. 101
Westland, MI 48185

In the Matter of: Mitchacole Hayes, LPN
On July 25, 2019, the Ohio Board of Nursing issued a Notice of Opportunity for Hearing to Ms. Hayes, mailed on July 26, 2019, via certified mail, to her address of record listed above and to an alternate address. The mailings were returned for failure of delivery. The Notice states that the Board intends to consider disciplinary action against Ms. Hayes' nursing license based on the State of Michigan Department of Licensing and Regulatory Affairs, Bureau of Professional Licensing, Board of Nursing's Final Order suspending her MI license, which would constitute grounds for disciplinary action pursuant to §4723.28(B)(1), ORC. Ms. Hayes is entitled to a hearing in this matter if it is requested within 30 days of the last date of publication of this notice. Ms. Hayes may appear at the hearing in person, by her attorney or by another representative permitted to practice before the Board, or she may present her position, arguments or contentions in writing. At the hearing, she may present evidence and examine witnesses appearing for or against her. Any questions or correspondence should be addressed to: Lisa Ferguson Ramos
Compliance Unit Manager
17 S. High Street, Suite 660
Columbus, OH 43215-3466

Published: November 24 & December 1 & 8, 2019 LO-0000354180 2x4

**CITY OF LIVONIA
PUBLIC NOTICE**

**AGENDA
ZONING BOARD OF APPEALS
DECEMBER 10, 2019 - 7:00 P.M.
LIVONIA CITY HALL - GALLERY (5TH FLOOR)
33000 CIVIC CENTER DRIVE
LIVONIA, MI
(734) 466 2259**

APPEAL CASE NO. 2018-11-45 (Tabled on November 13, 2018): Dario and Annunziata Ciccarelli, north side of Joy (36700), between Newburgh and Crown, seeking approval to construct a future single-family dwelling on vacant property, which is deficient in lot width and lot area.

APPEAL CASE NO. 2019-10-42 (Tabled on October 15, 2019): Jennifer Alley and Raymond Garay, west side of Wayne (9659), between West Chicago and Parkdale, seeking to erect a detached garage while maintaining an attached garage, resulting in excess number of garages and garage area. Existing shed to remain.

APPEAL CASE NO. 2019-12-48: Krzysztof Sroka, north side of Greenland (30870), between Puritan and Henry Ruff, seeking to erect a detached garage while maintaining an attached garage, resulting in excess number of garages, garage area and detached garage height. The existing shed shall be removed.

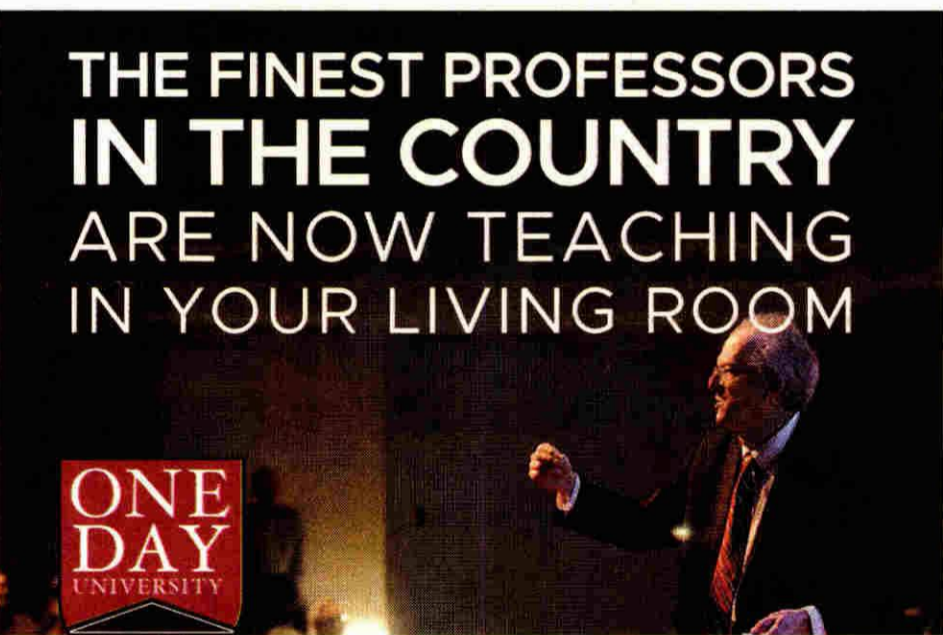
Public Comments may be sent to the Zoning Board of Appeals Office at 33000 Civic Center Drive, Livonia, MI 48154 - all comments must include name, address and signature.

Livonia Observer

Publish: November 24, 2019

LO-0000354196 2x4

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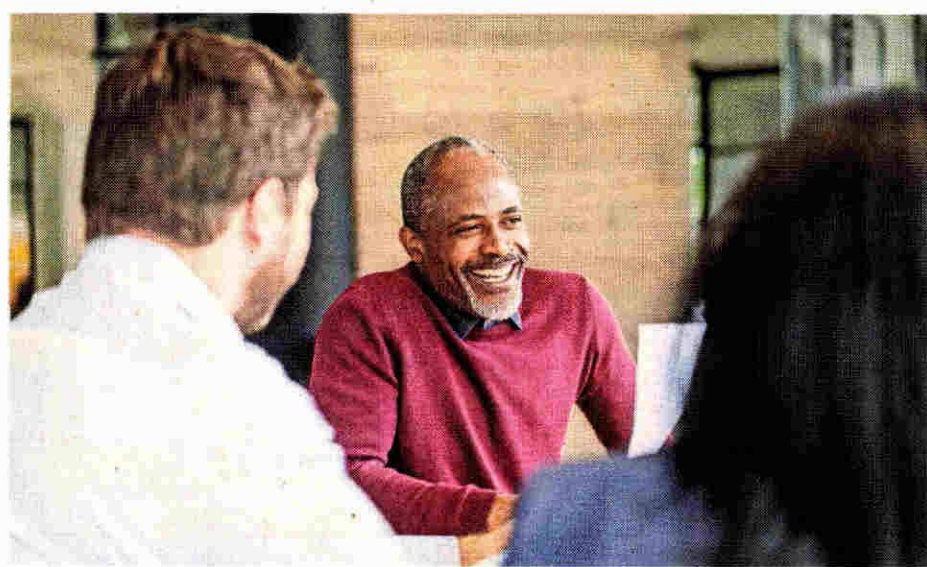
In an ideal world, everyone would be able to work if they feel fit to do so. In our unfortunately real world, a focus on ever-younger generations in the workplace and the challenges of age discrimination make the issue of age in the workplace a fraught one. However, with the Baby Boomers working longer than any previous generation (about 35% of the American workforce is expected to be over the age of 50 by 2022), we're left with a very real question: how long should we continue working? Is there a point where "too old" becomes a factor?

The bottom line is that there's no magic number. Some people can work well into their 70s or 80s with no real trouble, while others find themselves boxed out by age bias or rapid industry changes much earlier. For each person, it comes down to a personal choice. Am I financially ready for retirement? Am I healthy enough to keep working? What are my professional goals at this point in my life?

It comes down to what's best for you, and only you can decide that for sure. If you're trying to make the "should I stay or should I go" decision, there are several things to consider.

Facing the money question

Finance is often one of the primary considerations when it comes to deciding when (or whether) to retire. For those who have built a post-retirement financial plan with investments or savings, it's a decision of when that point comes. For others who haven't had that opportunity, or who have had setbacks, it becomes more an issue of whether it's even possible. In either case, it's impor-



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tant to seek out the advice of a financial planner. They can help you find ways to make retirement feasible, scout out alternative benefits, or map out a schedule for your escape plan.

Overcoming stereotypes

Part of age bias includes stereotypes about older workers struggling to keep up in a changing workplace. Older workers are often better suited to jobs than their much-younger counterparts. Studies done by the AARP and other advocacy groups have shown that older workers are dependable workers: they show up on time, they're not likely to job-hop, they're less likely to miss work, and they're fully capable of keeping up with tech and other trends.

But fighting these ingrained perceptions about older people can be tough. If you're not yet ready to retire, then it's

important to make sure you're still building skills, taking courses to learn new things, and staying up on all the current industry trends. There are countless resources at your disposal to help you stay current. From apps to certification courses at your local community college, you can show the young ones how it's done.

Also, something as minor as the way you dress can help shift the conversation away from your age. Staying in touch with modern trends (in an age-appropriate way) and "dressing the part" can counteract the idea that you're not ready to keep up with modern workplace demands. It's shallow but can make a real difference in perception.

Thinking about alternative careers

If you're an older job seeker, the job hunt can be incredibly frustrating. Ju-

nior positions are far more plentiful than senior ones in most industries, and it can be tough to compete with the salary demands of someone with fewer life obligations. Experience counts, but it can freeze you out in a world where youthful flexibility is one of the most in-demand qualities. If you find yourself stymied by dead ends in your current career path, it might be time to consider something different.

Look at it this way: you have a lifetime's worth of strong skills that can be applied to other jobs. For example, you might want to consider consulting — it's a way to use your built-up expertise and experience, but on a more flexible basis. Or freelancing is also an option if you're interested in starting a small business. It might be that your opportunities feel limited because you're looking in a too-familiar place. If you think about doing something different from what you've been doing, you might find that doors are opening more easily.

So...is there such a thing as too old for the workplace? We say no. "Too old" is not something that anyone but you should decide when it comes to your career. Don't feel intimidated by a rapidly changing work culture, you're there to push things forward in a way only someone with your experience can.

The wisdom you provide in the workplace can be invaluable and will make a huge difference in the direction of a company. If you're ready, willing, and able to work, there are opportunities out there to continue your career as you see fit.

Kate Lopaze is a career advice journalist for TheJobNetwork.com where this article was originally published. She investigates and writes about current strategies, tips, and trending topics related to all stages of one's career.

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SUNDAY PUZZLE CORNER

CROSSWORD PUZZLER

- ACROSS**
- 1 One-sixth of a fl. oz.
 - 4 Fess (up)
 - 7 Hikers' trails
 - 12 — Lankan
 - 15 Suffix with 83-Down
 - 18 Alternative to a barrette
 - 20 Moral code
 - 21 One getting toasted, e.g.
 - 23 Waldorf — (New York hotel)
 - 24 1970s TV spinoff
 - 25 Clingy mollusk
 - 26 Start of a riddle
 - 29 RSVP card encl.
 - 30 Saudi export
 - 31 Sup in style
 - 32 Farrow of "Alice"
 - 34 Indian kings
 - 38 Buy and sell
 - 41 Nonstandard contraction
 - 42 Riddle, part 2
 - 47 Casino stake
 - 48 Claimed psychic gift
 - 49 Engraving tool
 - 50 Germany's Merkel
 - 51 Clothing
 - 53 Skylights?
 - 55 Vigor, muscially
 - 56 Riddle, part 3
 - 60 Tachometer inits.
 - 63 Cuts down with an ax
 - 64 Furiousness
 - 65 Stein quaff
 - 66 Giga- times 1,000
 - 67 Eon division
 - 68 Riddle, part 4
 - 75 Rationalist Descartes
 - 76 Render blank
 - 77 Japanese condiment
 - 78 Eye in awe
 - 81 Comic actress Oteri
 - 83 Devour
 - 84 Grassy tract
 - 85 End of the riddle
 - 90 Ever so slightly
 - 91 Directed (at)
 - 92 Pasta tube
 - 93 Yang go-with
 - 94 White bird
 - 96 Really good bud, in brief
 - 97 Zeus' mother
 - 101 Riddle's answer
 - 109 Like the Dalai Lama
 - 110 Filch
 - 111 Babka nuts
 - 112 Shoulder bone
 - 113 Bitterly pungent
 - 114 Rider not in a seat
 - 115 Always, in verse
 - 116 Submitted texts: Abbr.
 - 117 Rotor noises
 - 118 Chicken — (varicella)
 - 119 Carders' requests
 - 11 Healing sign
 - 12 Blocking more sunlight
 - 13 Actress Lively or musician
 - 14 Dumbstruck
 - 15 Nickname for boxer Tyson
 - 16 Watchman
 - 17 Golf ball prop
 - 19 Regatta athletes
 - 22 Ending for Motor or Rock
 - 27 Capital of Qatar
 - 28 More quirky
 - 33 "— girl!"
 - 35 "No man is — to his valet"
 - 36 Composer Franz — Haydn
 - 37 Extra for an iPhone
 - 38 Pre-1917 despots
 - 39 Word after ballet or charlotte
 - 40 Big primate
 - 41 2012 film set in Iran
 - 42 Canine chain
 - 43 Canada's capital
 - 44 "What a shame"
 - 45 Actress Kate or Rooney
 - 46 Blue dye from a plant
 - 47 Wash oneself
 - 52 "— in there!"
 - 53 Vassal of old
 - 54 Beech, e.g.
 - 55 Certain sib, in dialect
 - 57 Marcher's flute
 - 58 Big tanks
 - 59 River in Germany
 - 60 Junk dealer's transaction
 - 61 Takes a close look at "GoodFellas"
 - 66 QBs' stats
 - 68 Numb
 - 69 Misfires from QBs: Abbr.
 - 70 Actor Christopher
 - 71 Made a misplay, say
 - 72 Hammering target
 - 73 Pulitzer, e.g.
 - 74 Related to birth
 - 75 Marsh stalk
 - 78 Aussie "Hi"
 - 79 Clever trick
 - 80 Lounge featuring ivory-ticklers
 - 81 "Hear ye!" shouter
 - 82 That dude
 - 83 Swelled head
 - 86 Cigars from Cuba
 - 87 Wraps around
 - 88 Tip, as a cap
 - 89 Human being
 - 94 Piece of information
 - 95 Flattened circles
 - 96 Via a flight
 - 98 Language akin to Urdu
 - 99 Finished up
 - 100 Obstinate equines
 - 102 Agent, informally
 - 103 "— Mommy kissing ..."
 - 104 Cut with acid
 - 105 Garr of "Tootsie"
 - 106 Scraping tool
 - 107 Choir part
 - 108 Big-screen film format
 - 109 China's Mao — -tung

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
18			19				20				21			22			
23						24					25						
26						27					28						
29						30					31			32		33	
			34	35	36	37					38	39	40			41	
			42	43							44			45	46		
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90							91						92				
93					94	95					96			97	98	99	100
		101	102							103	104	105		106	107	108	
109										110				111			
112										113				114			
115						116				117				118			119

For assistance or suggestions on the Puzzle Corner, contact Steve McClellan at (517) 702-4247 or smcclellan@michigan.com. Want more puzzles? Check out the "Just Right Crossword Puzzles" books at QuillDriverBooks.com

SUDOKU

	3		8					7	
		6		9				2	
8					7	6			
1			6					9	
		5		7	4	1			
	9			2				4	
		3			6			1	
2				1		7			
	6		3					5	9

Here's How It Works: Sudoku puzzles are formatted as a 9x9 grid, broken into nine 3x3 boxes. To solve a sudoku, the numbers 1 through 9 must fill each row, column and box. Each number can appear only once in each row, column and box. You can figure out the order in which the numbers will appear by using the numeric clues provided in the boxes. The more numbers you name, the easier it gets to solve the puzzle!

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V R U F A B R I C O T I F Y N M U L O C
 W T G A R M E N T F K L S U M U Y N U I
 O W I F W L N O C A U I C M V U G F L G
 D F L A I R K F H R K W V O W E S W O N
 A W L U M V K R E E G K B E R E T D T S
 G B L O U S E L M K G E H C G A W G I T
 A I E P A C K B I A W B A B Y D O L L R
 G D F I B A E K S R D C C I T R I E I D
 C I E B B L U K E O E A V H S K B U H B
 S A R S L H E S C N W B R B W M M B O E
 U D H I S B T A P A G B A T F H H U W N
 F O S C E E P I G E S I A N S C C A B R
 F H O L V N R B G E W N Y M D L L S R E
 N N L R H I N T P I L M C M E E Y N I M
 K K O S A L H L S N L T N V A W A A R P
 T H P Y L K A V O I U G O D D K W U P I
 R M A T T C M U S W D M B O L L B G A R
 F A H W E E D S E U P K G O B Y B B C E
 N O H Y R N A A C T I V E W E A R D A F
 F D L H U P P U G C R V W O H P N Y M E

ANSWER KEY

WORDS

- ACTIVEWEAR
- ANORAK
- BABYDOLL
- BANDEAU
- BELL
- BERET
- BIAS
- BLOUSE
- BOOTLEG
- BOUCLE
- CAPE
- CAPRI
- CHEMISE
- COLUMN
- DARTS
- DISTRESSED
- EMBELLISH
- EMPIRE
- FABRIC
- FAD
- FLAIR
- GARMENT
- HALTER
- NECKLINE

6	5	4	2	8	3	1	9	7
6	3	7	6	1	5	4	8	2
8	1	2	8	7	4	5	6	9
8	9	7	4	2	3	5	6	9
8	7	4	1	6	8	9	2	3
2	2	6	3	5	9	7	4	5
8	1	2	3	7	6	4	5	9
5	7	1	8	2	3	6	4	5
4	3	2	8	6	5	9	1	7

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Security deposit waived, taxes, title and license fees extra on all lease offers. Not all buyers will qualify for Ford Credit Red Carpet Lease. Payments may vary; dealer determines price. Residency restrictions apply. 1) Offer only valid on package 150A. Payment includes \$2,000 Lease Trade Assist Cash. 2) Offer only valid on package 301A. Payment includes \$1,500 Lease Trade Assist Cash and \$2,110 Conquest Cash. 3) Offer only valid on package 302A. Payment includes \$590 F-150 to F-150 cash, RCL Renewal, \$250 Select Inventory RCL Bonus Cash and \$1,000 Lease Trade Assist Cash and is available to customers who come out of any eligible Ford vehicle RCL contract. Vehicle must have arrived at dealer at least 61 days prior to the sale date. 4) Offer only valid on package 200A. Payment includes \$2,100 Lease Trade Assist Cash. Vehicle must have arrived at dealer at least 61 days prior to the sale date. 5) Offer only valid on package 201A. Payment includes \$1,000 Lease Trade Assist Cash. Vehicle must have arrived at dealer at least 61 days prior to the sale date. 6) Offer only valid on package 202A. Payment includes \$250 Select Inventory RCL Bonus Cash and \$2,500 Lease Trade Assist Cash and is available to customers who come out of any eligible Ford vehicle RCL contract. Vehicle must have arrived at dealer at least 61 days prior to the sale date. See dealer for complete details. 7) Not all buyers will qualify for Ford Credit financing. 0% APR financing for 72 months at \$13.89 per month per \$1,000 financed regardless of down payment (PGM #21076). Not available on Hybrid & Energi. 8) \$2,000 Trade-In Assistance Bonus Cash (PGM #30478). 9) The \$7,600 consists of \$3,200 Customer Cash (PGM #13608) + \$2,900 Bonus Cash (PGM #13616, #13640) + \$1,500 Trade-In Assistance Bonus Cash (PGM #30486, #30478). Trade Assist available to customers who currently own or lease a 1995 or newer vehicle who trade-in or have a lease expiring from 30 days prior to through 90 days after new retail delivery. Customer must have owned or leased the trade-in vehicle for a minimum of 30 days prior to the sale date of the new vehicle. Residency restrictions apply. 10) Not all buyers will qualify for Ford Credit financing. 0% APR financing for 60 months at \$16.67 per month per \$1,000 financed regardless of down payment (PGM #21076). 11) The \$6,000 Customer Cash consists of \$3,500 Bonus Cash (PGM #13620, #13616, #13640) + \$1,000 Trade-In Assistance Bonus Cash (PGM #30478) and \$1,500 Ford Credit Bonus Cash (PGM #13618) which requires Ford Credit financing. Trade Assist available to customers who currently own or lease a 1995 or newer vehicle who trade-in or have a lease expiring from 30 days prior to through 90 days after new retail delivery. Customer must have owned or leased the trade-in vehicle for a minimum of 30 days prior to the sale date of the new vehicle. Not available on Raptor & Diesel. Residency restrictions apply. 12) Not all buyers will qualify for Ford Credit financing. 0.9% APR financing for 60 months at \$17.05 per month per \$1,000 financed regardless of down payment (PGM #21076). 13) \$2,100 Trade-In Assistance Bonus Cash (PGM #30478). 14) The \$2,750 Customer Cash on the Edge consists of \$1,000 Retail Bonus Customer Cash (PGM #13620), \$1,000 Trade-In Assistance Bonus Cash (PGM #30478), \$750 Ford Credit Retail Bonus Customer Cash (PGM #13618). 15) The \$4,020 Bonus Cash consists of \$1,500 Bonus Cash (PGM #13620) and \$2,520 Trade-In Assistance Bonus Cash (PGM #30478, #30486). Trade Assist available to customers who currently own or lease a 1995 or newer vehicle who trade-in or have a lease expiring from 30 days prior to through 90 days after new retail delivery. Customer must have owned or leased the trade-in vehicle for a minimum of 30 days prior to the sale date of the new vehicle. 16) PGM #75140. 10Yr/100k Mile Ford Protect Powertrain CARE runs through 1/2/2020. 17) Not all buyers will qualify for Ford Credit financing. 2.9% APR financing for 60 months at \$17.92 per month per \$1,000 financed regardless of down payment (PGM #21076). For all lease and financing offers, take new retail delivery from an authorized Ford dealer's stock by 12/2/19. See dealer for qualifications and complete details. Vehicles shown may have optional equipment not included in payment.