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Man accused of hiring hitman

Authorities say he is also charged for invasion of his girlfriend's home

Susan Vela
Hometownlife.com
USA TODAY NETWORK - MICHIGAN



Porter

Already accused of trying to kill his girlfriend's husband, Scott Fraser Porter is facing another criminal charge.

Porter, 48, of Livonia has been charged with second-degree home invasion. Court and police authorities say

he broke into his ex-wife's home on Canterbury Street late last year and stole jewelry.

Livonia Police Lt. Charles Lister said city police took the home invasion report in November.

Porter was arraigned earlier this month on a felony homicide charge of solicitation of murder for allegedly ask-

ing a male acquaintance to kill his girlfriend's husband. He also faces two felony counts of using a computer to commit crime. If convicted, he could spend life in prison.

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



There were lots of four-footed furry guys at Canton's Premier Pet Supply on April 5. Kathleen Higgins has her Cavalier King Charles dogs Saoirse, left, and Teague. JOHN HEIDER/HOMETOWNLIFE.COM

PETS AND HEMP

Store offers different selection of pet supplies

Ed Wright
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

If the pets whose owners shop at Canton's new Premier Pet Supply seem a little more mellow than normal, there's

a reason.

Located at 1777 N. Canton Center Road, the family-owned store that opened earlier this month is a provider of CBD- and hemp-related products for pets — along with, of course, all the usual supplies you would expect in a store

bearing its name — meaning it's not your grandfather's pet store (although grandfathers are certainly welcome).

Store manager Steve Shamou revealed sales have been brisk at the

See PETS, Page 6A

Voter approval needed for new project

Susan Bromley
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

The Birmingham City Commission approved on Monday night a development agreement with Woodward Bates Partners for one of the largest projects ever proposed in the city, but with conditions.

The project, which involves public and private components including demolition and reconstruction of a North Woodward parking structure, extension of Bates Street, a public plaza, and multiple commercial buildings, has an estimated price tag of \$133 million.

The property development has been in the city's master plan for more than two decades, but still faces hurdles to come to fruition, including a public vote on a bond proposal.

"If the bond goes down, the whole project dies," Joe Fazio, attorney for Miller Canfield, said. "If phase one does not move forward, phase two will not move forward at all."

"Phase one" is now defined as the public portion of the project, the first piece of which is the demolition of the existing 66-year-old parking structure on North Old Woodward, and subsequent construction of a new 7-story parking structure, with three levels below ground. This structure is seen as a major benefit to the public, with an increase of more than 400 parking spaces expected over what is currently available.

The first three levels of the parking structure would need to be completed before subsequent components of phase one could begin, including construction of a 5-story mixed use building that would adjoin the above-ground parking deck; a retail storefront that will obscure pedestrian views of the parking structure; and extension of Bates Street between North Old Woodward and Willits.

Under the agreement, once construction has begun on the Bates Street extension and the mixed use building in phase one, the developer could file a request with the city to proceed with phase two, which includes two mixed use buildings that have been scaled down to four stories from

See PROPOSAL, Page 3A

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Wife, stepson charged in man's 2016 murder

Susan Vela

Hometownlife.com
USA TODAY NETWORK - MICHIGAN

Flint-Tennyson

Farmington Hills resident Darwin Tennyson was found dead on the streets of Detroit two years ago, and authorities say his wife and stepson are responsible.

Prosecutors announced Tuesday, April 23, they are accusing Beatrice Flint-Tennyson, 68, of Farmington Hills and her son Delbert Flint, 46, of St. Joseph Mo., of open murder.

They also face charges of tamper-

Firefighters found a man inside the trunk while extinguishing the fire. He was later identified as Tennyson and pronounced dead at the scene.

ing with evidence and disinterment and mutilation of a dead body.

They have been arraigned on their charges. According to prosecutors, Tennyson, 60, went to work and returned home on March 19, 2016.

Detroit firefighters and police officers were dispatched the next day to Victoria Avenue and St. Aubin Street. Someone heard a loud explosion, looked outside

and saw a car on fire.

Firefighters found a man inside the trunk while extinguishing the fire. He was later identified as Tennyson and pronounced dead at the scene.

Evidence will be presented at a May preliminary examination.

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

Livonia's mayor race to see primary in August

David Veselenak

Hometownlife.com
USA TODAY NETWORK - MICHIGAN

It was a guarantee that most of Livonia's voters would head to the polls this August after the Livonia Public Schools put an issue on the ballot.

The entire city will head to their voting stations come Aug. 6 after three people have filed to run for the mayor's office in the city.

The biggest name to join the race is former councilwoman Maureen Miller Brosnan, who left the council two years ago after being term-limited. Brosnan began a Facebook campaign earlier this month leading up to her officially filing to run for office.

She last ran for mayor in 2007, losing to Jack Kirksey. She said in that time since last running for the position, she's built up a resume worthy of being the mayor in one of Michigan's largest cities.

"I've really built a track record of ac-

complishment," she said. "I come with, what I believe, is in amazing amount of experience."

In addition to serving on the city council for more than 16 years, Brosnan has served on the board of directors for St. Mary Mercy Hospital as well as on the St. Joseph Mercy Health System executive committee of the board of directors. She is the former CEO of the Michigan Venture Capital Association and is currently serving as the interim CEO of Catholic Charities of Southeast Michigan.

Joining Brosnan filing in April is Bruce Tenniswood, a retired deputy chief out of the Westland Fire Department and current president of the Alden Village neighborhood association.

Tenniswood is also one of the lead plaintiffs in a lawsuit filed against Ford Motor Company in regards to the groundwater contamination under the neighborhood that the company admitted has happened over the years. He said the leadership role he's taken in su-



Laura Toy is the current council president. BILL BRESLER/HOMETOWNLIFE.COM

ing Ford and speaking out against the contamination of the neighborhood played a large role in his decision to run for mayor.

He said he's gotten to know many of the city department heads because of the issue, and was sad when he saw current Mayor Dennis Wright would not run for a second term. He decided his

voice would be the best one to lead the city moving forward and decided he'd file to run.

"Quite frankly, the more I dealt with them, the more impressed I am with the staff and the department heads," he said. "I love the city of Livonia and I want to see that type of leadership continue. I know I'm capable of being the leader the city of Livonia needs."

The two join current council president Laura Toy as the candidates for mayor in Livonia. Presuming none of the three withdrew their candidacy before Friday's dropout date, that race will be on the Aug. 6 primary ballot. The top two finishers will advance to the November general election.

In addition to the mayor's race, voters will also select Livonia's city clerk, treasurer and four council members positions later this year.

Contact David Veselenak at dveselenak@hometownlife.com or 734-678-6728. Follow him on Twitter @davidveselenak.

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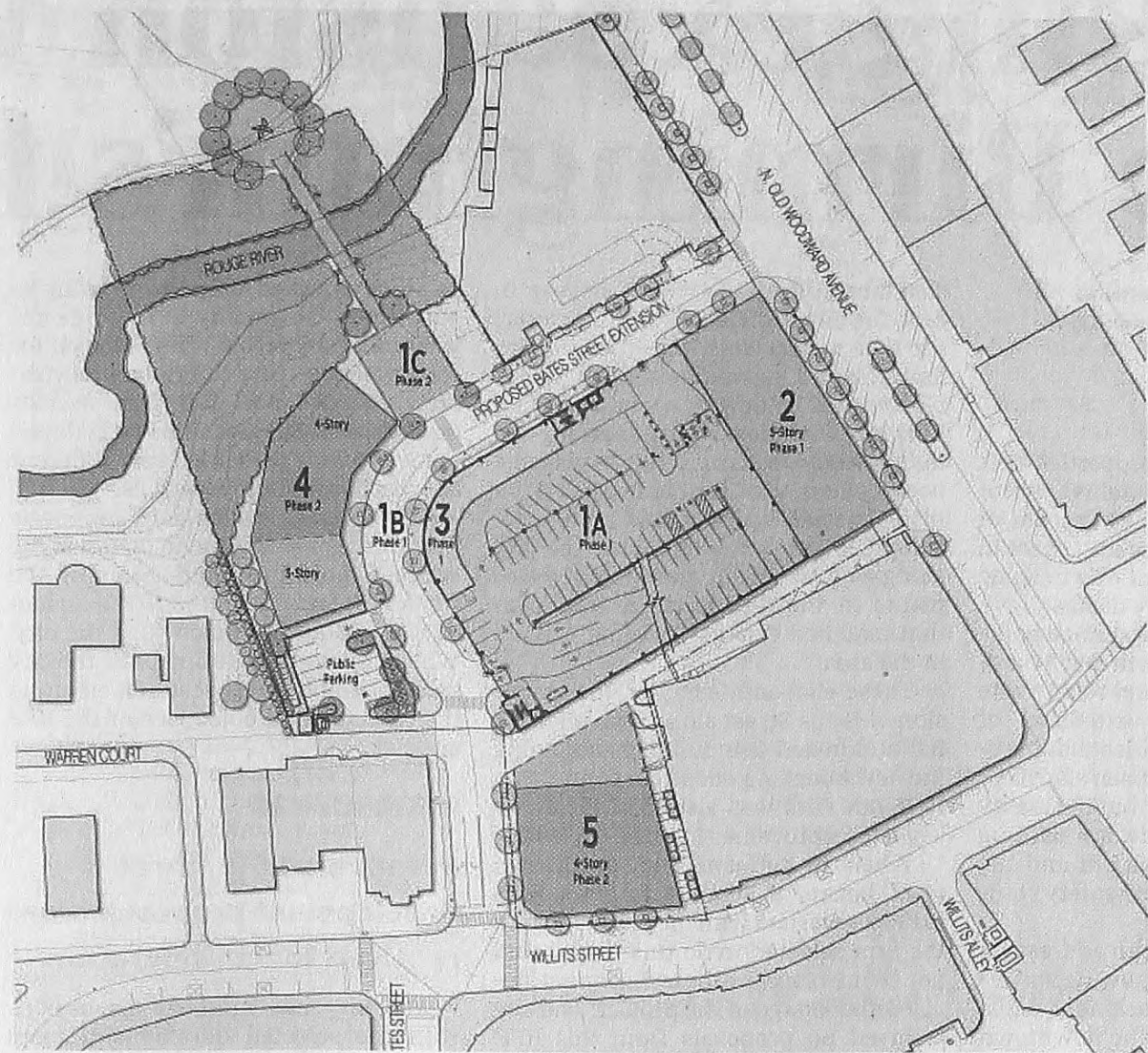
Proposal

Continued from Page 1A

the originally proposed five. One is a mixed use building at the corner of Bates and Willits (building 5), while the other (building 4) is a combination of four and three-stories, retail and residential housing, the majority of which lies between the Bates extension and Booth Park. Also in this phase is a plaza and connection to Booth Park.

Bond proposal planned for August ballot

Not everyone is in support of the project. Resident Clinton Baller expressed his disapproval of the development as a whole and the revisions made, including scaling down of the mixed use buildings. “The fact you are not planning and there is no cohesion to the site is appalling to me,” he said. “This needs to be planned as a whole, it is sad to watch you racing toward a brick wall that will come in August or November when voters get their say and say ‘no’ resoundingly.” Paul Reagan said while the development has now been divided into two phases, it remains unchanged and is still retail, which he referred to as “dead,” killed by the internet. “This is a large piece of property, one of the gems in its location in Birmingham,” he said, adding that he would vote no in August. “I don’t understand why there is all this unwanted, unneeded stuff.” The issue is expected to be placed on the August ballot, but a timeline of events leading up to that includes a May 8 meeting at which a final cost is expected, as well as a vote by the city commission on approval of ballot language for the bond as a funding mechanism. Valentine said taxpayers would not see an increase as no public tax dollars would be used. Richard Astrein, owner of Astrein’s Jewelers in Birmingham, said the development is a critical project that needs to go forward for the downtown’s viability and scoffed at the idea that retail was dead. “Ninety percent of our customers are excited about the additional parking



Building Program

| | |
|---------|---------------------------------------|
| Phase 1 | |
| 1A | Parking Garage |
| 1B | Bates Street Road Extension |
| 2 | 5 Story Mixed-Use Building |
| 3 | Retail Storefront |
| Phase 2 | |
| 1C | Plaza & Booth Park Connection |
| 4 | 4 Story Retail / Residential Building |
| 5 | 4 Story Mixed-Use Building |

The revisions to the N. Old Woodward/ Bates St. parking and site development plan, as shown at the Monday Birmingham City Commission meeting. KEVIN BYRNES

and this project,” he said. “There is a resurgence of people coming to town. I would hate to see this stopped; there is a narrow window to go forward. It’s a phenomenal project and has my blessing and the store’s blessing.” City commissioners then had further discussion on the agreement, with Carroll DeWeese and Rackline Hoff expressing their concerns and opposition. While DeWeese said the project was useful and needed, he did not support the time schedule and said an August vote would ensure the proposal failed with no time to garner public enthusiasm. “The whole development agreement is too soon, too fast, too quick and not open enough,” he said. “There is a lot of discomfort here. How do we sell people

on the need? There is a lot of good here, but the way we are going about it, we are shooting ourselves in the foot.” Hoff believes the development, a public and private partnership, is weighted in favor of the developer, who has leasing rights to one of the most valuable properties in the city. She also worried about the amount of disruption caused downtown where multiple other five-story developments are simultaneously planned, as well as additional bonding needs in the city for parks and the senior center. “It’s a beautiful project and the biggest thing we’ve done in Birmingham that I can recall, but I don’t want it done in a vacuum,” she said. “We are not achieving balance between the public and private partnership in this project.”

Commissioner Mark Nickita said the seed of the project was planted long ago — dating back to about 1994 when the downtown plan was put in place, and it adhered to the 2016 plan, which envisioned a 4- to 6-story downtown. He said he had received almost all positive comments regarding the development, which would revitalize “a dead piece of property in the middle of our city.” “In so many ways, we set the stage and are in a position of implementing, in accordance with the 2016 plan,” he said. “Carrying forward is appropriate. I am confident we have enough time to do this by August.” Contact Susan Bromley at sbromley@hometownlife.com. Follow her on Twitter at SusanBromley10.

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Schoolcraft College

Parking expansion will help Birmingham's future



Joseph Valentine
Birmingham city manager

Much like our own properties that eventually require some reinvestment due to an aging roof, failing furnace or crumbling driveway, cities also share in the need for reinvestment due to aging infrastructure and facility needs.

One such project is the planned parking expansion of the North Old Woodward parking structure and related site development along an extension of Bates Street. It is no surprise that parking in the downtown has been a hot topic over the past few years, but the reality is the North Old Woodward parking structure is over 50 years old and the costs to maintain and meet safety standards are escalating.

The need to proceed with addressing this parking structure is growing and efforts to plan for its replacement while incorporate elements of the downtown master plan for this site development have been ongoing for the past few years.

Some might suggest that the city delay this project and wait to include this site in the upcoming citywide master plan update. The current citywide master plan was completed in 1980 and has been updated over the years with the inclusion of subarea plans for the Downtown, Triangle and Rail Districts, just to name a few. The N. Old Woodward / Bates Street site is already included in the subarea plan for the downtown district and is the final component to be implemented under this existing downtown plan.

What has not been addressed since 1980, and is the focus and scope of the citywide master plan update, is identifying the needs for the city's residential neighborhoods rather than its commercial districts.

It has also been suggested by some

that this project had a flawed process. In fact, the city initiated a specific process for this project with the intent of increasing parking and incorporating key elements of its downtown master plan. This process started with a parking demand study to assess future parking needs, then was supplemented by a massing study to assess how big of a development should be built on the site along with the incorporation of key elements in the downtown master plan that matched existing building heights in the area.

These elements included the extension of Bates Street along with residential and mixed-use buildings adjoining the new street. A pedestrian connection to Booth Park was also identified as a key site improvement for the project.

When the initial massing and design work began, a Request for Proposals (RFP) was issued with the provision that the firm selected to do this work could not be involved in the subsequent development stage of the project. The city received no proposals from this RFP. Following a review of this issue, this provision was removed in order to solicit qualified firms to work with the city in identifying design alternatives for this site. Three firms responded to the revised RFP. One firm was selected and the initial design concepts were created and adopted for use in a subsequent selection process.

The city intentionally conducted a process that was driven by a preliminary design concept based on prior studies in order to meet key objectives for both parking and density rather than allowing developers to propose an open-ended development plan for this site.

The solicitation process for development proposals began in May 2016 to identify developer teams that had experience and sufficient financial strength to execute the project as envisioned in its RFP. Four developer teams submitted their qualifications. In September 2017,

an RFP was issued to those four teams to participate. In January 2018, three development proposals were received for consideration. One of the teams withdrew their proposal during the evaluation process. The two remaining development teams presented very different approaches in their proposals.

Of the two development proposals that were considered, one matched the concept, objectives and terms of the city's RFP and one did not. The unsuccessful bidder has since sued the city. While an unfortunate outcome, the city stands behind its process and ensuring the fundamental objectives of the RFP are met.

In January 2018, three development proposals were received for consideration.

The city has initiated discussions with the selected development team with assistance from outside counsel at Miller Canfield specializing in real estate and public private partnership deals and with Jones Lang LaSalle to review and validate proposed budgets, underlying assumptions, and assess market demand for the project to support the on-going negotiations.

It has been suggested by some that this site is the wrong location for increasing parking capacity. The selection of the North Old Woodward site to accommodate increased parking capacity resulted from a couple of factors.

First, this site was originally designed to accommodate the North Old Woodward parking structure and a sister structure that would accompany it on the surface parking lot to the west. The second structure was never built and the adjacent site remained a surface parking lot.

Second, following a review by a city study committee of the opportunities to

expand parking in the downtown, it was determined the North Old Woodward site provided the greatest opportunity to increase downtown parking and could be done in a way that was context sensitive and didn't impose itself on the downtown.

Additionally, it could be hidden on the current site with surrounding liner buildings that would complement the downtown and promote walkability — meeting fundamental objectives of the downtown master plan.

It has been suggested by some that this project will not provide sufficient additional parking. The additional parking number identified in the parking demand studies represented a need for 278 spaces north of Maple. This number was developed while contemplating potential future growth in the downtown based on the Downtown Overlay Zoning Ordinance, which allows for increased density in the downtown. Because the city has a parking assessment district in the downtown, commercial properties are not required to provide parking on-site but can use the city's parking system to support their parking needs. These additional spaces would increase capacity from the existing 745 spaces that exist with the current parking structure and surface lot to 1,023 spaces at this site. The city increased this number to 1,150 when it issued its RFP for the project to further increase capacity. The current parking proposal for this site is roughly 1,260 spaces, subject to final design of the structure.

While some will try to tell you what to believe and how to vote on the funding of the parking structure expansion and related improvements, it is important that everyone clearly understands the facts about this project and can make informed decisions accordingly. To assist in this effort, the City has created an FAQ page on its website at www.bhamgov.org/noldwoodwardparking.

Joseph A. Valentine is the city manager of Birmingham.



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What to consider when you convert to a Roth IRA



Money Matters
Rick Bloom
Guest columnist

Dear Rick:

I am 70 years old, a widow and have just retired. Between my Social Security, my pension and my husband's pension, I earn more than when I was working. I wanted to start gifting money to my children, but they said they don't need it and that I should keep my money for myself.

Both my children do very well and I know they don't need my money, but I figure they'll get it eventually so why not give it to them now. I would still like to do something for them, but I don't know what. Is there any way I can put money in their name without them knowing about it?

My second question is, do you know anything else I can do with my money that would help them? You should know I have about \$150,000 in CDs and another \$300,000 in IRAs. I am planning to take my minimum required distribution later this year.

Thank you, Elaine

Dear Elaine:

First of all, congratulations for having such wonderful children. In too many situations, and I see this all the time, children can be very greedy when it comes to their parents' money. It's nice to hear that your kids are the exact opposite.

With regard to your first question, there is nothing you can do to put assets in your children's name without them knowing. After all, with most investments there will be 1099s issued or there will be legal documents that have to be signed. Therefore, there's nothing you can do on that front. However, I do have an idea that I think will work for you.

Since you said that your two children are going to be the beneficiaries of your estate, something that you can do for them today which will help them in the future is to consider converting some of your traditional IRA into a Roth IRA. The benefit to your children is that when they inherit the Roth IRA they would not

have to pay any income tax on that money.

When someone inherits a traditional IRA, they do have to pay taxes on the money. Therefore, if you did a Roth conversion and moved all or a portion of your IRA money into a Roth IRA, it would significantly lower their income taxes once they inherit the money. In addition, a conversion could also be a good financial move for you as well.

In doing a Roth conversion you do not have to convert your entire IRA at once, and in your situation I would not recommend that. Remember, when you do a Roth conversion you do have to pay tax on the money you are converting. Therefore, if you converted your entire IRA this year there would be substantial taxes that you would have to pay.

In addition, when you convert such a large amount, your tax bracket would be significantly higher and it could adversely affect the tax on your Social Security benefits, and can also negatively affect your Medicare B premiums. Therefore, it makes sense to do a partial Roth conversion, year by year, converting enough each year to keep you in the same tax bracket.

My general rules to do a Roth conversion is 1) you must have the money to pay the tax without touching the money that you're converting; 2) by converting it won't throw you into a higher tax bracket; and 3) you can leave the money there for at least five to seven years. If you meet those three criteria, it makes sense to consider a Roth IRA conversion.

One last note, people tend to think that you can only do a Roth conversion near the end of the year which is not the case. In fact, the sooner you do a Roth conversion the better it is because the sooner you convert the longer your money would have the opportunity to grow tax free versus tax deferred.

Rick Bloom is a fee-only financial advisor. His website is www.bloomassetmanagement.com. If you would like Rick to respond to your questions, please email him at rick@bloomassetmanagement.com.

Thirteen file for Livonia City Council seats

Philip Allmen
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

There's a lot of interest to be one of the elected representatives of Michigan's ninth largest city.

Thirteen people filed the necessary paperwork to run for the four city council seats in Livonia. The government includes an elected mayor and seven-member council.

City council candidates are Scott Bahr (incumbent), Gregory Coppola, James Davis, Jr., Rob Donovic, Brian Duggan, Steve King, Brandon McCullough, Eileen McDonnell, Kathleen McIntyre (incumbent), Grace Modes, Gerald Perez, Nicholas Turco and Leo Weber.

The top three finishers in November will each receive a four-year term on the body, while the fourth-place finisher will receive a two-year term. In

addition, the top vote-getter will become the council president and the second-place finisher will become the council vice president.

Also up for election are the city clerk and city treasurer positions. Those races currently are unopposed. Susan Nash filed for city clerk, Lynda Scheel for city treasurer.

Mayoral candidates are Maureen Miller Brosnan, Bruce Tenniswood and Laura Toy. Candidates had until Friday afternoon (after deadline) to withdraw their name from consideration.

The Aug. 6 primary election will whittle the field of candidates down to two for mayor and eight for city council. The November general election will determine the winning candidates.

As the election season continues, Hometown Life will talk with the candidates and share their opinions and views on the current and future state of Livonia before the primary election.

Woman allegedly plotted murder

DeJanay Booth Detroit Free Press
USA TODAY NETWORK

A Redford Township woman is accused of plotting her husband's murder to collect nearly \$440,000 in life insurance.

According to federal court documents, Kersten Nicole Evans, 40, is charged with use of interstate commerce facilities in the commission of murder-for-hire and solicitation to commit a crime of violence.

The case was filed April 19 in federal district court in Detroit.

Court documents said a confidential source, who is facing charges in an unrelated case, told law enforcement in February that Evans approached

\$10,000 to have it done.

The source's conversations with Evans then were recorded for the last few months. The recordings included Evans mentioning the murder-for-hire plot and soliciting someone through the source.

An undercover law enforcement agent posed as the killer for hire.

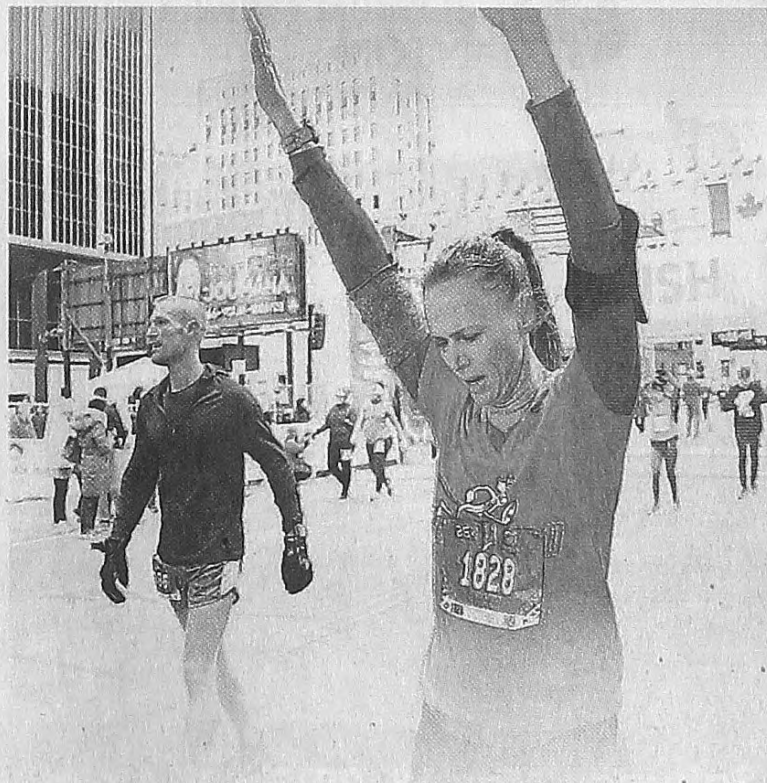
The incident is the second murder-for-hire scheme reported in Wayne County in the last week. Scott Porter, 40, of Livonia, is accused of asking an acquaintance to kill a female friend's husband.

Porter is charged with solicitation of murder and two counts of using an electronic device to commit a crime.

A detention hearing is scheduled for

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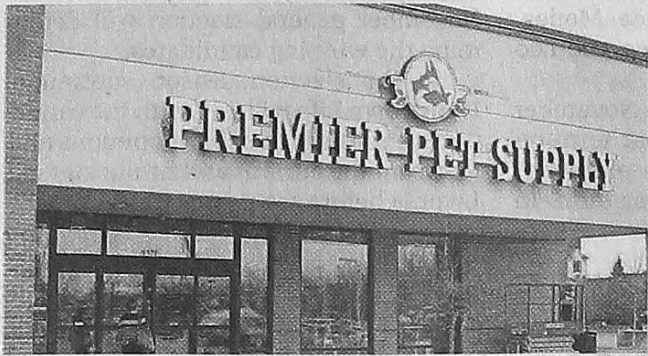
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With a necklace of coupons around his neck, Chicken Soup for the Soul dog food representative Stan Goodman talks to customers on April 5 at the grand opening of Canton's Premier Pet Supply on North Canton Center Road.



Premier Pet Supply opened recently at 1777 North Canton Center Road in Canton.



Nancy Daniels shops Premier Pet with her dog Little Bear in the basket on April 5.
PHOTOS BY JOHN HEIDER /HOMETOWNLIFE.COM

Pets

Continued from Page 1A

family-owned business that prides itself on establishing strong community roots and offering unique products that range from the new wave of super-fresh pet foods to hemp-infused oils and pills that can help mellow and reduce pain for anything that walks on four feet.

"Things are going extremely well," said Shamou. "The traffic we have coming into the store seems to be increasing

every day we've been open.

"Along with having a large, clean, organized store that offers a wide variety of items, we have natural, holistic products that you can't usually find at the big-box pet stores. Our hemp and CBD products — including oils, shampoos and calming agents — have been selling like wild fire."

Shamou said there was an initial cautionary hesitation prior to the store selling hemp-related products, but regulatory agencies have since given the thumbs up.

"At first, there were

some issues related to labeling," he added. "We were told to proceed with caution, but everything is good to go now."

Hyperactive and critically-ill pets can all benefit from the hemp products, Shamou said.

"Pets that are in pain with, let's say, hip or joint issues, seem to respond to the (hemp and CBD) products very well," he said. "And there is a healing aspect to the holistic products."

Premier Pet Supplies makes sure to cater to the pet owner who is looking

for the freshest food for their four-legged friends, Shamou emphasized.

"The newest thing in this industry is providing customers with high-quality food and ingredients for their pets," he explained. "There is a strong push now for fresher foods than were previously offered. Even the dry foods have the freshest ingredients."

As far as the pets that are available at the store, consumers can find rabbits, guinea pigs and fish.

"As part of our commitment to the communi-

ty, we work with shelters and the humane society when it comes to people looking for dogs and cats," Shamou said. "We have a strong bond with local groomers and vets because, like us, they're family-owned and more like the mom-and-pop type businesses like us."

Shamou said the fact that Premier Pet Supply is family-owned is appealing to customers.

"Absolutely," he said. "We're finding that even millennials are more hip to us because they understand what mom-and-

pop businesses bring to the community."

The Canton location, which has 17 employees, is the chain's sixth store in metro Detroit, joining facilities in Livonia, Novi, West Bloomfield, Rochester Hills and Beverly Hills.

"The things we love about Canton are the steady growth in the community and the dynamic school system, among other qualities," Shamou said. "When we were looking to add another store, Canton was an easy choice."

"This exact location is ideal because we're right by Kroger and we're right next door to a Once Upon A Child store. It doesn't hurt that there's a TJ Maxx in the same complex as well."

Premier Pet Supply's hours are 8:30 a.m. to 9 p.m. Monday through Saturday and 10 a.m. to 6 p.m. Sundays.

Contact Ed Wright at 517-375-1113 or edwright@hometown-life.com.



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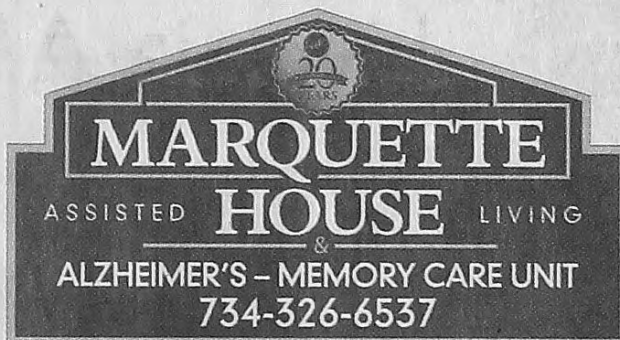
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Kohl's stores to accept Amazon returns at locations nationwide

Frank Witsil
Detroit Free Press
USA TODAY NETWORK

Kohl's department stores, which have had an agreement with online retail juggernaut Amazon since 2017, announced Tuesday that it will accept Amazon-purchased returns at all stores nationwide starting in July.

"This unique partnership combines Kohl's strong nationwide store footprint and omnichannel capabilities with Amazon's reach and customer loyalty," said Michelle Gass, Kohl's CEO. "This new service is another example of how Kohl's is delivering innovation to drive traffic to our stores and bring more relevance to our customers."

Kohl's is seeking to enhance its appeal to customers

as traditional retailers struggle to compete with online sellers and shoppers seek more personalized and direct-to-their-door experiences.

Kohl's did not give a specific date when the service would begin or details how it will work.

The free returns service is expected to offer added convenience to Amazon shoppers who already can order items online and have them arrive in a day or two, while at the same time, giving the shoppers a reason to come inside Kohl's.

The service expands the Menomonee Falls, Wisconsin-based retailer's partnership with Seattle-based Amazon.

Kohl's said it will accept items whether they are packaged for shipping or not.

Kohl's announcement also comes about a month af-

ter Amazon said it will close more than 80 of its small retail locations — pop-up stores, as Amazon refers to them — inside Kohl's, Whole Foods and shopping malls.

And in March, Kohl's said it is deepening its product relationship with Amazon by carrying Amazon products in more than 200 stores and that it would be shrinking the size of some of its stores.

Kohl's rolled out its pilot returns program with Amazon about two years ago. It is now operating it in 100 stores in the Los Angeles, Chicago and Milwaukee markets. The expansion adds more than 1,000 Kohl's stores to the return program.

Contact Frank Witsil: 313-222-5022 or fwitsil@free press.com.

Why Ford's \$500M Rivian investment is big coup

Phoebe Wall Howard
Detroit Free Press
USA TODAY NETWORK

Ford Motor Co., maker of the best-selling F-Series pickup trucks, announced early Wednesday that it is investing \$500 million in Rivian, the Michigan-based electric truck startup company.

"Rivian and Ford match up strategically," said Ford CEO Jim Hackett. "We can learn a lot from each other."

The match is viewed by analysts as a coup since General Motors had expressed interest in an exclusive relationship with company headquartered in Plymouth and was rebuffed, according to Bloomberg. Rivian is considered a darling of the tech and automotive industries as vehicle manufacturers shift toward electrification.

The company has the backing of Amazon, the Seattle-based multinational e-commerce marketplace that also specializes in cloud computing and artificial intelligence.

Ford and Rivian have agreed to work together to develop an "all-new, next-generation battery electric vehicle for Ford's growing EV (electric vehicle) portfolio using Rivian's skateboard platform," Ford said in its statement.

"This strategic partnership marks another key milestone in our drive to accelerate the transition to sustainable mobility," said RJ Scaringe, Rivian founder

and CEO, in prepared remarks. "Ford has a long-standing commitment to sustainability, with Bill Ford being one of the industry's earliest advocates, and we are excited to use our technology to get more electric vehicles on the road."

Later, Scaringe emphasized the importance of Bill Ford's personal history "as really one of the early leaders in electrification and sustainability for transportation" who has been driving the issues before they became popular. That's meant a lot to us and a lot to me."

Ford, executive chairman of the company, said in the statement: "We are excited to invest in and partner with Rivian. I have gotten to know and respect RJ, and we share a common goal to create a sustainable future for our industry through innovation."

Hackett also praised the 36-year-old CEO of Rivian, who earned a PhD from the Massachusetts of Technology, saying, "I see a bit of myself in this entrepreneur. Bill felt the same way."

While Ford intends to develop a new vehicle using Rivian's flexible skateboard platform, this is in addition to Ford's plans to develop a portfolio of battery electric vehicles. As part of its previously announced \$11 billion EV investment, Ford already has confirmed two key fully electric vehicles: a Mustang-inspired crossover coming in 2020 and a zero-emissions version of the best-selling F-150 pickup, the company said.

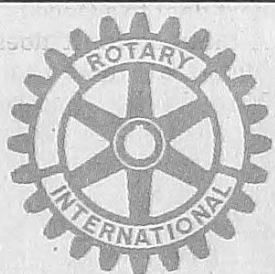
Ford executives declined to provide details about

which type of vehicle will be produced as a result of the partnership with Rivian or when such a vehicle will arrive in the marketplace.

"We have a lot of experience in electrification, but there's a lot we don't know and also things we can still learn," said Joe Hinrichs, Ford's president of global operations, who noted the automaker is celebrating its 116th year. "We don't have all the answers and we don't pretend to. ... We believe the next decade is going to be a transformative time."

See FORD, Page 8A

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Ford

Continued from Page 7A

'Different flavors'

Hackett added, "Bill and I have been really clear about our march towards a Co2-neutral world. Ford doesn't have to go all electric for that to work. The customers want choice. This is a key component in completing the portfolio for us."

Rivian will remain a competitor and build trucks on its own, but executives from both companies indicated there is potential to cut expenses in areas such as sourcing parts and materials.

"We do see significant opportunity, both in terms of cost and in terms of speed, an opportunity to go faster," Hinrichs said.

Ford officials declined to provide specifics on financials.

The partnership will result in a vehicle that wears the Ford badge, Hinrichs noted.

"We're not discussing today where our vehicle will be manufactured or how we'll manufacture it," he said, noting that the first application will be in North America.

"We're not disclosing today what brand, what product, what segment," Hinrichs emphasized when pressed for detail from the investor community on a call about the partnership.

'Without breaking a sweat'

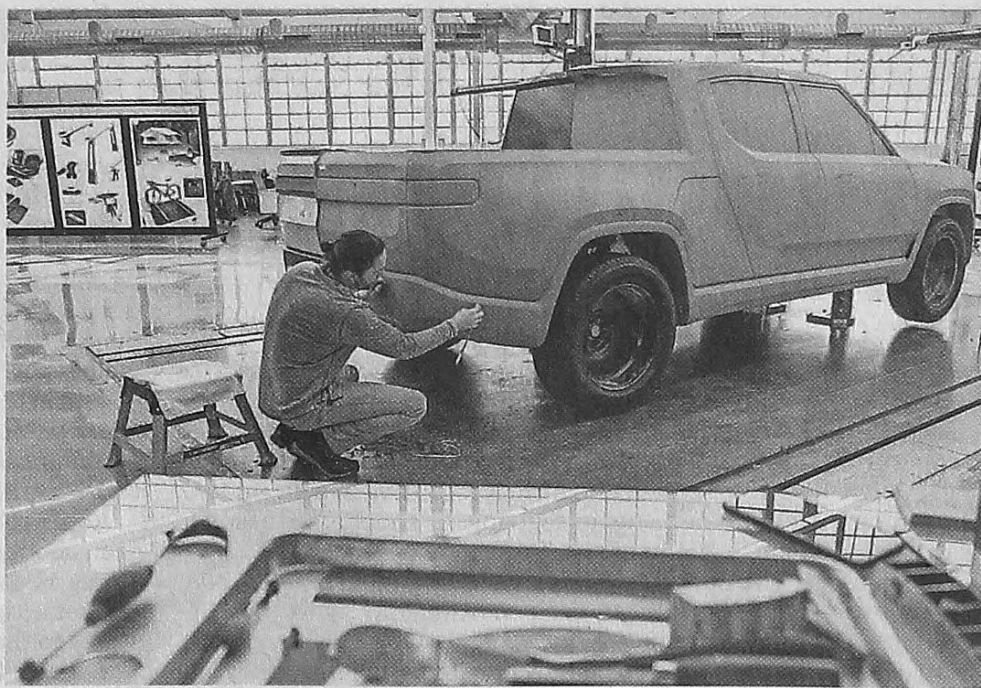
Ford's massive manufacturing operation won praise from the Rivian CEO, who left open the door on potential partnerships with others in the future.

In referring to the "premium or aspirational space" with regard to electrification, a zone dominated by Elon Musk and Tesla until now, Scaringe said, "I feel it's really important that customers have multiple options — different flavors."

Rivian has been involved in discussion for about a year, he said, talking with potential partners and trying to find "alignment." Scaringe said he was not able to disclose details of the talks or identify the companies involved.

Playing the field

Partnerships and alliances are how



Rivian Lead Design Sculptor Andrew Frierott works on design development for an R1T electric vehicle at the startup in Plymouth on February 21.

PHOTOS BY RYAN GARZA/DETROIT FREE PRESS

the transportation system is evolving, Hinrichs said. "We can learn from each other and compete with each other at the same time."

Scaringe explained, "We have a very deep respect of what the auto industry is capable of today — over 90 million cars a year without breaking a sweat."

That expertise is essential to the future of Rivian, which is focused on expanding its operations independently.

"There is a lot to learn from companies like Ford," Scaringe said.

The automaker's \$500 million investment goes into Rivian; it is not earmarked for a specific Ford project, he said. And the Amazon relationship is "entirely separate," with details not yet discussed or disclosed publicly.

Meanwhile, this latest alliance "does not interfere" with ongoing talks involving Volkswagen and additional partnership there, Hackett said. "This helps us in areas we weren't considering with others."

'Tesla killer'

Tesla is considered a key competitor on these upcoming projects.

Prior to the public announcement, Ford briefed analysts in North America.

"This investment by Ford in Rivian makes tremendous sense for increasing

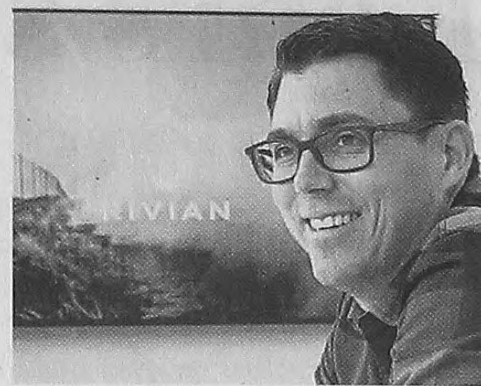
the number of options it has for future electric vehicles between its existing current programs and the addition of Rivian's electrification platform," said market analyst Jon Gabrielsen, who advises auto manufacturers and parts suppliers.

"At this early stage of market entry with some initial all electric vehicles, it is difficult to know which technological approaches will turn out to be best and how many resources Ford will need to do the development — depending upon the rate that the consumers embrace them. Rivian essentially provides Ford with buffer product development capacity in the event they need it, without the potentially higher expense and time duration to further ramp up their internal EV development operations that rapidly. And if they don't need much of it they still benefit from ownership in a company selling to others."

'More eyeballs'

Jeremy Acevedo, manager of industry analysis at Edmunds, praised the move.

"Coming from such an old-school automaker like Ford, this move shows a huge vote of confidence in Rivian and its platform, but also really illustrates Ford's approach toward the mobility



R.J. Scaringe, Rivian founder and CEO, talks about his electric vehicle startup on February 21 at the business in Plymouth.

revolution. Ford has cobbled together a web of partnerships to boost its portfolio with the latest electric and autonomous technology, which makes sense for the company's bottom line and also allows Ford to leapfrog automakers attempting to navigate the complicated transition to electrification in-house," he said.

"This partnership has the potential to be a home-run. Introducing EV technology to larger vehicles, which are Ford's bread-and-butter products, is a critical step for the brand. The association with a cutting-edge startup could also potentially gain more eyeballs from shoppers who've historically leaned more toward Tesla than Ford."

Rivian, which moved to metro Detroit in 2013, unveiled an electric pickup and SUV at the Los Angeles Auto Show in 2018.

The company, which had about 750 employees at its various locations in February, has touted a possible 400-mile-per-charge battery range and been dubbed a "Tesla killer" by some industry watchers. Its focus, however, is on building vehicles for the active lifestyle set; it expects to deliver its vehicles to customers starting late next year.

The investment is subject to customary regulatory approval.

Hinrichs, who earned praise from company executives for putting the deal together, will join Rivian's board of directors.

Contact Phoebe Wall Howard at 313-222-6512 or phoward@freepress.com. Follow her on Twitter @phoebesaid. Read more on Ford and sign up for our autos newsletter.

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Obituaries

To place an ad, call 586-826-7171 or visit mideathnotices.com/place.php

Doret Meeker Burnett

- - Doret Meeker Burnett died April 18, 2019 at Thief River Care Center, Thief River Falls, MN. She was 94 years old.

Born in Brooklyn, NY, Doret grew up in Groton, NY. She graduated from Keuka College and received her M.A. in English literature from Cornell University where she met her husband. Peter preceded Doret in death in 1976. After raising her family outside Detroit, MI, Doret eventually settled in Minnesota to be near her son, Paul and his family.



Doret is remembered for her warm and welcoming manner as well as her concern for those less fortunate. One of the seminal experiences of Doret's life was teaching at an orphanage for Native American children in Alaska. Generous to a fault, Doret was dedicated to helping others and the environment. She was very active with Audubon Minnesota, the Green Party of Minnesota and her adored church, Minnetonka United Methodist Church. Doret loved music and was an accomplished pianist, an eager baker and an enthusiastic creator of intricate Halloween costumes for her children.

She is survived by her three children, Peggy Burnett Baggaley and her husband, Phil, Katharine Burnett and her husband, Bob Moustakas, and Paul Burnett and his wife, Susan as well as by her grandchildren, Kate and Peter Baggaley, Sacha and Misha Moustakas and Alexander Burnett, as well as by her sister, Phyllis Janis Meeker Swisher, four great-grandchildren and numerous nieces and nephews in Michigan and New York.

Services will be private. In lieu of flowers, memorial donations may be made to Audubon Minnesota and the American Indian College Fund.

Condolences may be sent at www.johnsonfuneralservice.com

Irene Curmi (nee Niedospal)

- - Irene Curmi (nee Niedospal) died on April 18, 2019. She was 92 years old. Beloved mother of Tony (Paula) Curmi, Theresa (David) Joswick, and Susan (Jerry) Chesebro; proud grandmother of Sarah Curmi, Joshua Curmi, Kathryn VanKampen, Andrew Chesebro, and Jessica Joswick. She is also survived by six cherished great-grandchildren and numerous nieces and nephews and one cousin. Predeceased by parents, Helen and Andrew Niedospal, four sisters, one brother, two nieces, and a nephew.

Irene grew up in Plymouth, Michigan, graduated from Plymouth High School and, in the 1940s, attended nursing school at Massachusetts General Hospital in Boston, MA. After graduating and for fourteen years, Irene was a registered nurse, working at a number of Detroit area hospitals. In the 1960s, she attended night school, in addition to working full-time, to earn her Certified Registered Nurse Anesthetist degree from Grace Hospital, in Detroit, Michigan, retiring in 1985, as the chief nurse anesthetist at Heritage Hospital. In 1978, then an empty nester, Irene pursued and earned her Bachelor of Arts in health care education from Ottawa University in St. Louis, Missouri.

Golfing was a passion of Irene's. She played regularly, even into her 90th year, and followed every televised golf tournament for all of her years. She also was an huge fan of local sports teams, including the UM Wolverines and the MSU Spartans. She was an avid reader and also loved working crossword puzzles and timing how long it took her to complete one.

Family will receive friends at Schrader-Howell Funeral Home, 280 South Main Street, Plymouth, Michigan on April 30, 2019 from 11:00 a.m. until the time of a Memorial Service at 12:30 p.m.

Memorials in memory of Irene Curmi may be made to American Heart Association, American Red Cross, Doctors Without Borders, or Penrickton Center for Blind Children.



Irene M. Myers (Caubet)

MARIN, CA - March 6, 1942 – March 11, 2019

Irene M. Myers (Caubet) passed away after an extended illness at her home in Marin, CA, with her daughters by her side.

Irene was born in Dearborn, Michigan, to Jean B. and Claire (Bizet) Caubet. She attended Lowrey High School, and was a 1964 graduate of the University of Michigan (BS in Design), where she was also a member of the Sigma Kappa Sorority. She began her career as an elementary school art teacher, and continued her creative development through involvement with the Birmingham Bloomfield Art Association, and later at her own art studio.

Irene was an artist, visionary, original thinker, and a theorist. She sought out patterns and truth in her quest to better understand the universe around her. She discovered yoga in early adulthood, and became a devoted and engaged lifelong practitioner.



Irene was always curious, an avid reader and lifelong learner. At age 50, she earned her pilot's license, simply because she "wanted to learn how to fly," and she enjoyed aerial photography and exploring Earth from this heightened perspective.

She was known by her family and friends for being very caring, generous and supportive, and she was an active and contributing member to her surrounding community.

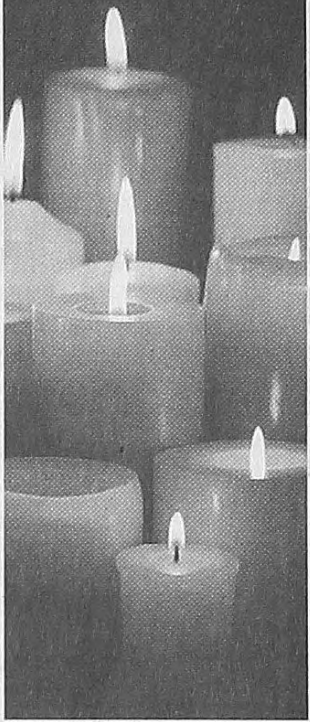
An accomplished cook, she suffused her family with an appreciation of excellent, unpretentious cooking, as well as a high regard for dark chocolate.

Irene was a loving and devoted wife of 42 years, and was predeceased by her husband, William Darryl Myers, (2007) and her granddaughter, Caroline Janine Kubr (2008). She is survived by her daughters Denise Myers and Renee (Mark) Matossian; sister Claudette (Greg) Rebant; brother-in-law Terry (Donna) Myers; grandchildren Daniel, Julianne, Ariane, Avia and Kalina; nieces Rachelle (Guillermo) Lopez with children Lauren and Brian, Raegan Myers, Erin (Alex) Cooley; and nephews John Rebant, and Brian (Allison) Myers with children Mackenzie and Dylan.

A Celebration of Life memorial service for Irene will be held at 11:00am on May 5, at Old Saint Hilary's Church in Tiburon, California. Transportation will be provided from the parking lot @ Beach Road and Tiburon Blvd.

A special memorial fund has been set up to benefit Irene's wonderful in-home care givers from the Gentle Care Agency. In lieu of flowers, donations may be made via Paypal to: GentleCareAngelFund@gmail.com.

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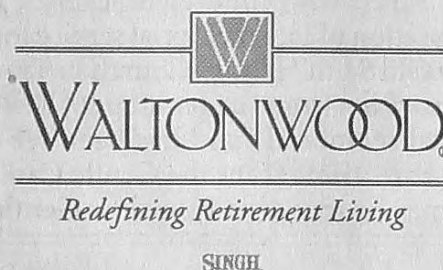
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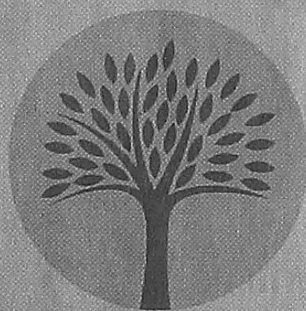
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Sports

OUTDOORS



Deer infected with chronic wasting disease can look emaciated and confused, wandering aimlessly. ERIC SHARP/DFP

‘Zombie’ deer ‘virtually impossible’ to get rid of

Aleanna Sicaon
Detroit Free Press
USA TODAY NETWORK

Michigan is raising the stakes in its battle to fight chronic wasting disease in deer, a neurological condition that makes deer look like “zombies.”

The Michigan Department of Natural Resources is teaming up with Michigan State University to dole out \$4.7 million in grants to support efforts targeting the disease.

Chronic wasting disease (CWD) is related to mad cow disease. Infected deer often look emaciated and confused, wandering aimlessly and unafraid of humans.

Dr. Russ Mason, chief of the DNR Wildlife Division, said portions of the

\$4.7 million will be allocated to support four categories:

■ **\$2.5 million** for basic research, like coming up with more efficient and economical sample testing strategies.

■ **\$1.5 million** for practical and applied research, like understanding the movement of populations to design management strategies.

■ **About \$500,000** to support multi-jurisdictional collaboration. Any group can apply and qualify for grant money, as long it includes an investigator who is located in Michigan.

■ **About \$700,000** for public outreach and communication to get the message across that the disease is “an existential threat to deer, and to

See DEER, Page 2B

The Michigan Department of Natural Resources is teaming up with Michigan State University to dole out \$4.7 million in grants to support efforts targeting the disease.

HIGH SCHOOL ATHLETICS

Harrison has 15 athletes sign with colleges

Andrew Vaillencourt
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

Farmington Hills Harrison High School held its final signing day of the school year, and had four more student-athletes sign to participate in sports at the collegiate level.

The four signees were: Kristen Hankins, who will play volleyball at Malone University, Anya Turner, who will run track and field at Central Michigan University, Han Ting Wong, who will wrestle at Johns Hopkins University and Andrew Brown, who will play football at Davenport University.

Those four join 11 other students, who signed earlier in the year with their respective colleges. They are: Roderick Heard, who will play football at Northwestern University, Xavier Goldsmith, who will play football at Colorado State University, Maverick Hansen, who will play football at Michigan State University, Caleb Williams, who will play football at Indiana Wesleyan University, David Hiser, who will play football at Ferris State University, Niko Przeslawski, who will play football, wrestle and run track at Alma College, Ashley Turak, who will swim at Indiana University, Dayna Borregard, who will swim at Grand

See ATHLETES, Page 2B



Harrison High's four most recent college signees pose together. AMY PROCTOR

FOOTBALL

Tim Shaw Football Camp scheduled for May 31

Andrew Vaillencourt
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

The 10th annual Tim Shaw Football Camp is approaching and will take place on Friday, May 31.

The camp will run from 5-9 p.m. at Clarenceville's Shaw Stadium. Anyone in grade 3-11 is welcome to participate. Players can register online at bit.do/ShawCamp.

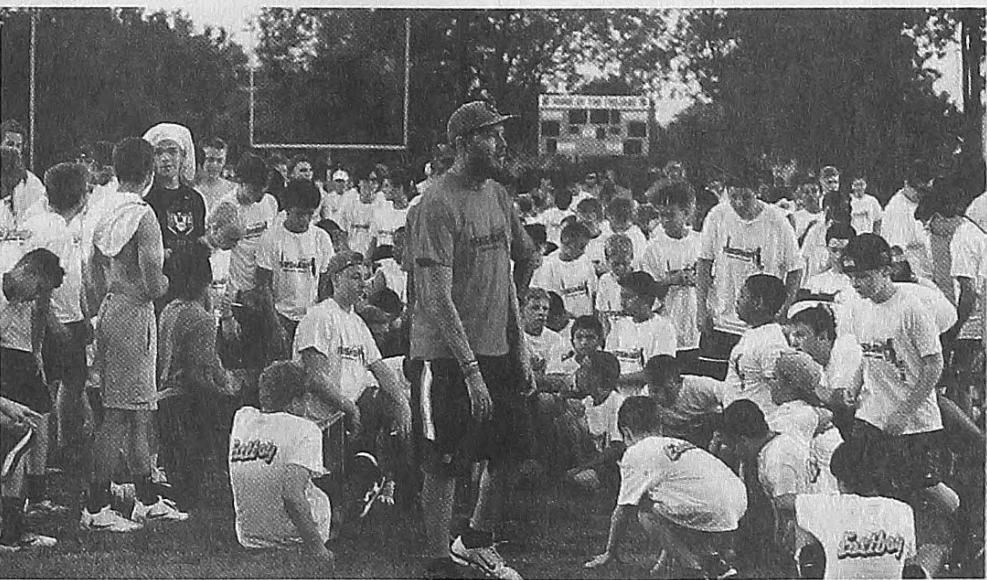
Registration is free to the first 200 players that register.

The camp was started in 2010 by line-


backer Tim Shaw, who is a Clarenceville graduate. He played football at Penn State before being selected in the fifth round of the 2007 NFL Draft by the Carolina Panthers. He also played for the Jacksonville Jaguars, Chicago Bears and Tennessee Titans, where he was a standout on special teams. He had 127 career tackles and three forced fumbles.

In 2014, Shaw announced that he had been diagnosed with ALS disease.

Reach Andrew Vaillencourt at avai@hometownlife.com, 810-923-0659 or on Twitter at @AndrewVcourt.




This year will mark the 10th consecutive year of the Tim Shaw football camp at Clarenceville. PETER SHAW



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Deer

Continued from Page 1B

conservation in general,” Mason said. Proposals will be accepted until 5 p.m. on June 3.

Don't eat the meat

Although Mason said there is no demonstrated relationship between the consumption of contaminated venison and human disease, the U.S. Centers for Disease Control and Prevention and the World Health Organization advise against consuming meat from animals that test positive for CWD.

“You should dispose of the deer, not consume the meat, and not feed it to pets,” Mason said.

He added some experts believe that CWD has the potential to cross the species barrier and infect humans.

It's a big issue in Michigan. Mason said the goal is to keep the disease in check, with less than 1% of the deer population infected. When the infection rate breaches 1%, he said, it's virtually impossible to get rid of it. “You could literally eradicate all the deer in the area, repopulate with deer, and those deer would get sick,” he said.

Impact on Michigan

According to DNR data, a total of 30,751 free-ranging, white-tailed deer last year were tested for CWD and 62 were positive, with Montcalm County showing the largest numbers.

“Right now, the major focus of infection seems to be in (the) west, central Lower Peninsula. So Montcalm County into Kent County, up a little bit into Mecosta,” he said.

“But, in addition, we had one animal positive in the U.P., that obviously ... crossed from Wisconsin, and Wisconsin has, at this point, likely an unfixable problem with this disease. Where some counties the prevalence is close to or exceeding 50%, which will crash their population most likely.”

According to the CDC, as of March 2019, there were 270 counties in 24 states reporting cases of CWD.

However, in Michigan, Mason said infections numbers are “hovering very close” to 1% in places like Montcalm County and northeast Kent County, with one township above 1%.

Better testing

Mason said he hopes the grant initiative will help lead to better and more accurate tests for the disease.

Currently, the testing process could take 7-14 days, depending on the season, and can run about \$125 per deer.

“In the last three years, we spent about \$15 million on testing. So, as we try to address all of the needs, it becomes very expensive for us,” Mason said. “We have to do better than that.”

He added that come next year, the DNR is expecting state testing numbers to rise to as many as 45,000.

Additionally, Mason hopes a better understanding of how the disease moves on different landscapes and different parts of the state. By learning more about how the disease moves, Mason said they will have a better idea of where they need to combat it.

Contact Aleanna Siacon: ASiacon@freepress.com. Follow her on Twitter: @AleannaSiacon.

Currently, the testing process could take 7-14 days, depending on the season, and can run about \$125 per deer.

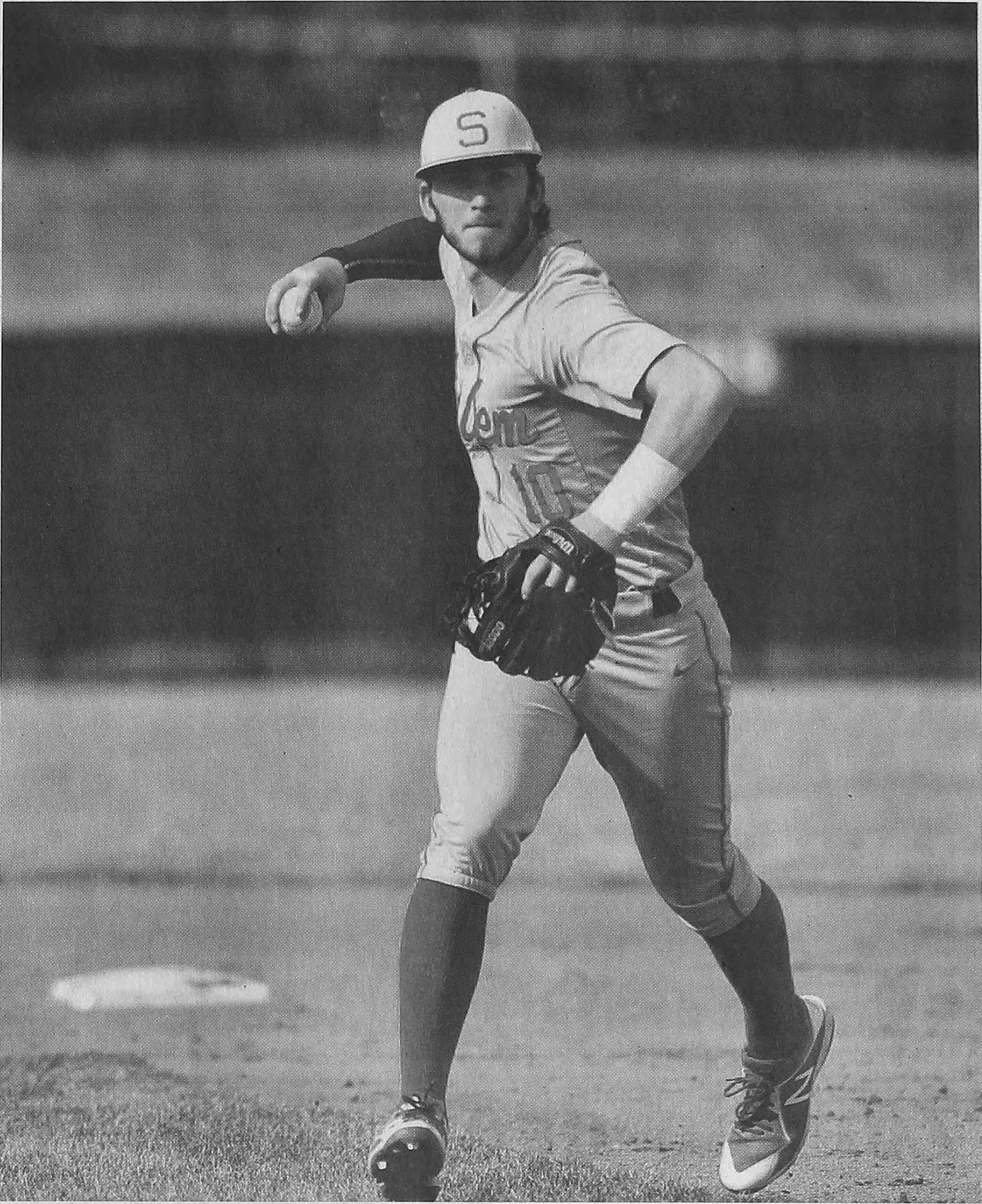
Athletes

Continued from Page 1B

Valley State University, Danielle Nykanen who will swim at Alma College, Monique Sampson, who will play volleyball at Henry Ford College, and Ben Williams, who will run track and play football at Grand Valley State University.

13 of the 15 students were able to gather together for a ceremony last week, while two, who are early enrollees and are already at their new schools, were unable to be there.

Reach Andrew Vaillencourt at availlenc@hometownlife.com, 810-923-0659 or on Twitter at @AndrewVcourt.



Salem High Rock Jacob Amato fires a grounder to first base. JOHN HEIDER/HOMETOWNLIFE.COM

Baseball Scoreboard: Lakeland, Franklin pick up wins

Andrew Vaillencourt
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

Here's the latest in prep baseball action.

Baseball scores

Howell 8, Livonia Stevenson 5 - Shane Beers had two RBIs for Stevenson, which falls to 9-5.

Lakeland 3, Waterford Kettering 1 - Lakeland's Trent Farquhar got the win on the mound striking out seven in a complete game effort. He was also 2-for-4 at the plate with two runs scored.

Lakeland 12, Waterford Kettering 2 - Case Jaworski struck out eight in a five inning complete game for Lakeland.

Livonia Stevenson 18, Fordson 0 - Every single player in the Stevenson lineup scored in the two inning massacre.

Detroit Country Day 7, Lakeland 5 - Tate Farquhar was 2-for-4 with a walk, RBI and two runs scored for Lakeland, which falls to 8-2.

Plymouth 15, Novi 6
Livonia Franklin 8, Livonia Churchill 6 - Jack Cronyn and Cal Fournier both collected three hits for Franklin while Ryan Madden and Jake Kelbert each had two hits.

Salem 6, Brighton 0
Howell 11, Northville 0
Salem 22, Wayne Memorial 7 - Carlton Harper hit his first home run for Salem.

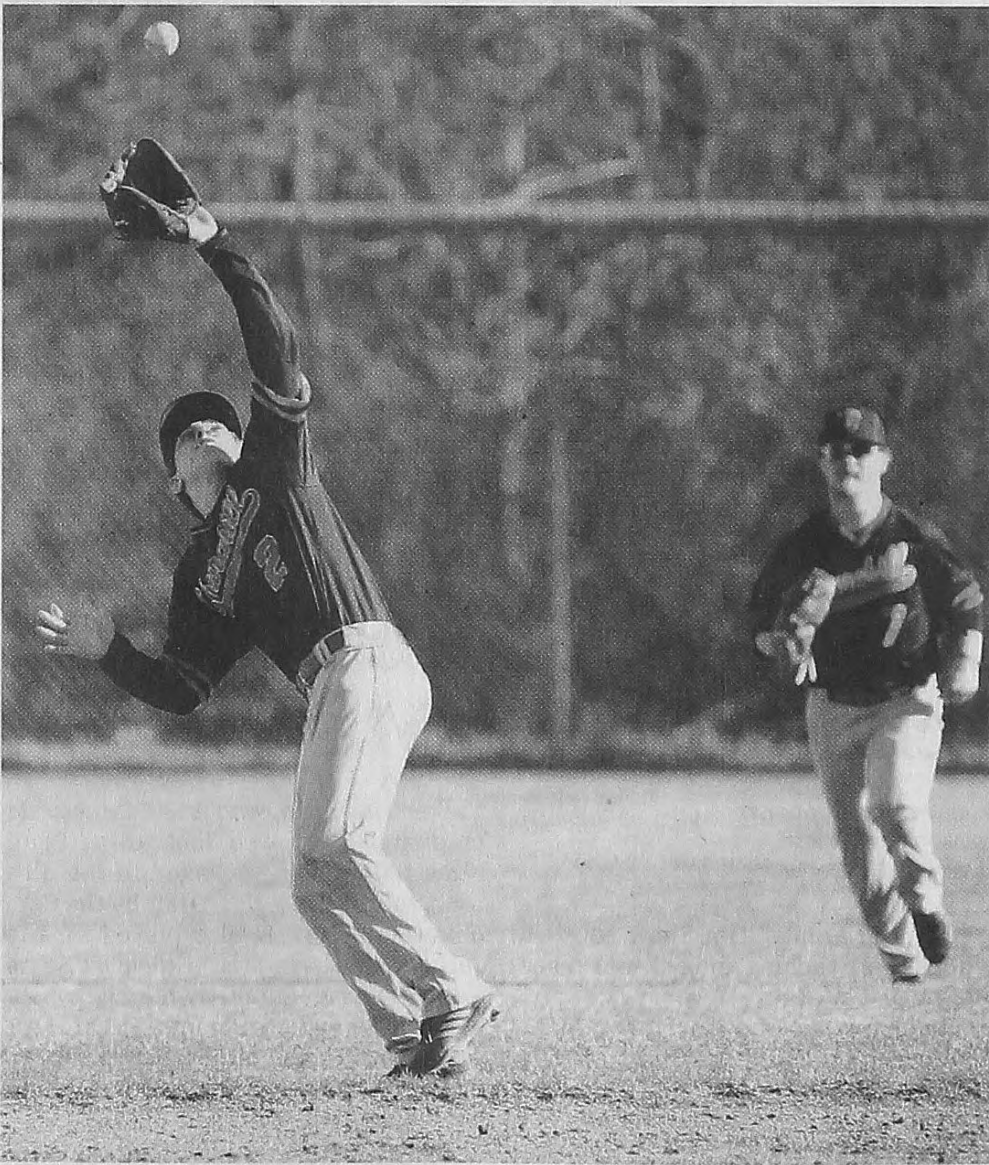
Plymouth 22, Wayne Memorial 7 - Jacob Nastally had four RBIs for Plymouth.

Novi 15, Dearborn 2
Detroit Country Day 3, Birmingham Groves 1 - Read our story here.

Livonia Stevenson 4, Livonia Churchill 3 - Stevenson held off a seventh inning rally by Churchill to secure the win and move into sole possession of first place in the division.

Notre Dame Prep 4, Lakeland 3 - Lakeland suffered its first loss of the season, falling to 7-1. Trent Farquhar was 3-for-4.

Livonia Franklin 16, Wayne Memorial 1 - Franklin exploded for 14 runs in the third inning to pull away. Alex



Churchill's Drew Bush makes a catch against Stevenson in a game on April 15. TOM BEAUDOIN/SPECIAL TO HOMETOWNLIFE.COM

Forry hit a three-run bomb. Franklin goes to 6-4 overall.

Livonia Franklin 12, Wayne Memorial 2 - Ryan Madden hit a two-run home run for Franklin.

Brighton 4, Novi 3
Salem 2, Howell 1
Canton 4, Plymouth 2 - Plymouth's undefeated streak comes to an end.

Livonia Stevenson 6, Livonia Churchill 2 - Read our story here.

South Lyon East 2, Walled Lake Northern 1 - Logan Bursick-Harrington threw a complete game and was dominant giving up only 1 run on 4 hits with 9 K's for SLE. Nate Saavedra was 2-for-3

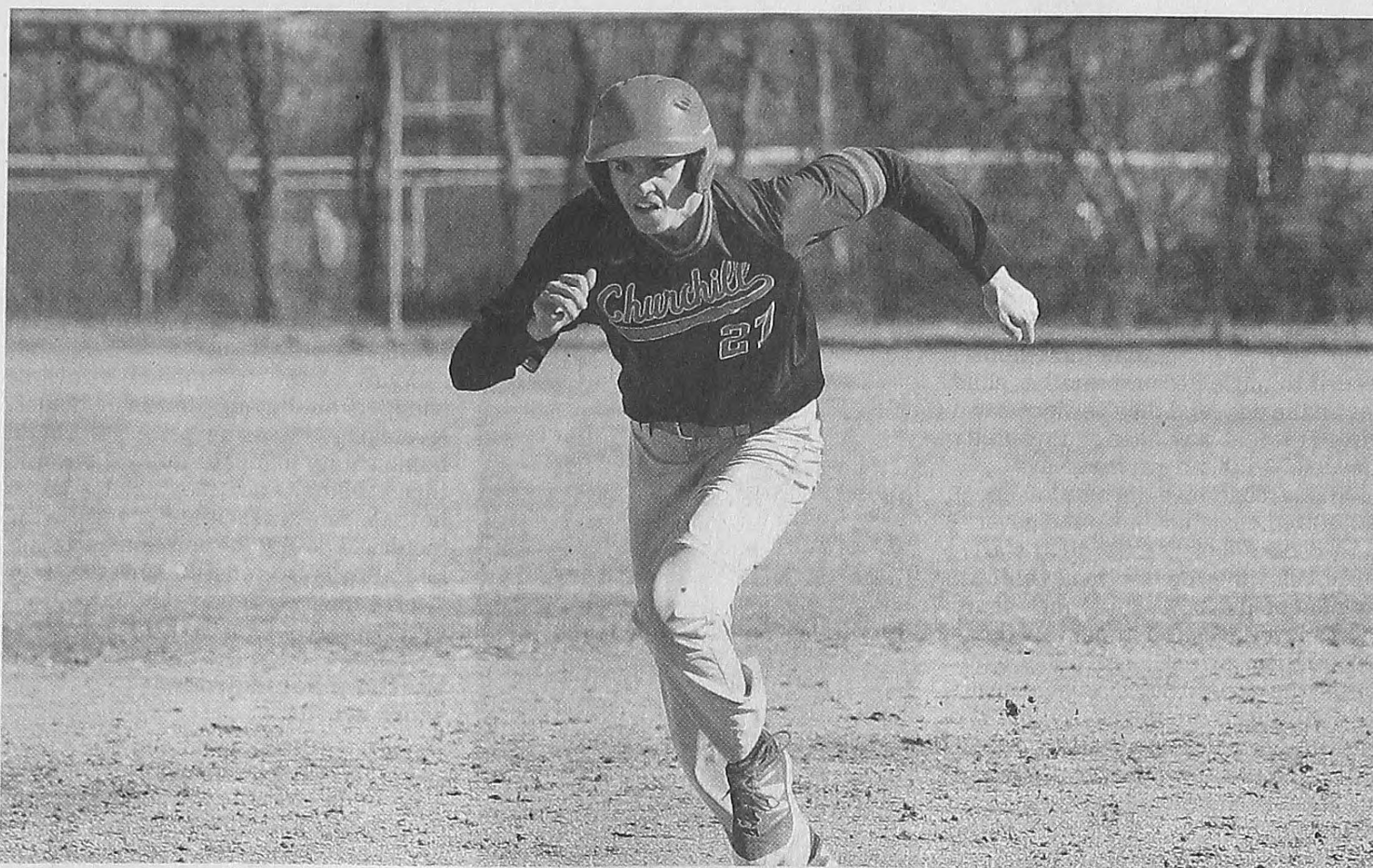
at the plate including the walk off hit and RBI in the bottom of the 7th.

Garden City 15, Thurston 0 - Nathan Robinson struck out eight and allowed only two hits on the mound for Garden City. He also went 3-for-4 at the plate.

Garden City 15, Thurston 5 - Nate Widmer went 3-for-3 for Garden City.

Note: Coaches, please email us your scores and stats after each game at LivSports@Hometownlife.com if you'd like your team to be included.

Reach Andrew Vaillencourt at availlenc@hometownlife.com, 810-923-0659 or on Twitter at @AndrewVcourt.



Churchill's Jimmy Targosz runs to third in a game against Stevenson on April 15. TOM BEAUDOIN/SPECIAL TO HOMETOWNLIFE.COM

Livonia Churchill sets summer baseball camp date

Andrew Vaillencourt
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

The Livonia Churchill baseball program is holding its annual baseball camp this summer from June 18-20 at Churchill High School.

The camp is for children ages 7-14 and costs \$50 if registered before June 1. If signed up after June 1, it will cost \$55.

The Churchill coaching staff will run the camp which will go from 9 a.m. to noon each of the three days.

There will be both individual and group instruction in all three phases of the game, including pitching, hitting, throwing, fielder, base running and more.

Participants should bring their own glove, and bat if they have one. Everyone will meet at the Churchill baseball

field unless there is inclement weather, which will move the camp indoors to the field house.

Email Churchill coach Ron Targosz at rtargosz@livoniapublicschools.org or visit the school's website for more information and to sign up.

Reach Andrew Vaillencourt at availlenc@hometownlife.com, 810-923-0659 or on Twitter at @AndrewV court.

Churchill swim teams earn Academic All-State honors

Andrew Vaillencourt
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

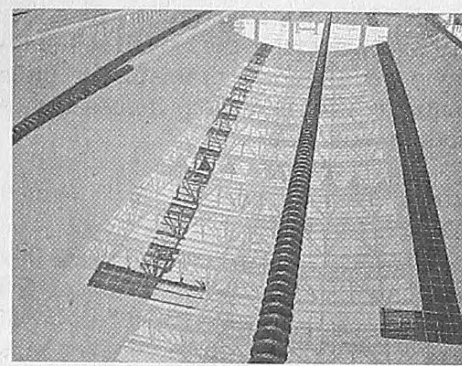
The boys and girls Livonia Churchill swim and dive teams have earned Academic All-State honors.

Both teams finished in the top five in the state. The girls tied for second-place with Saginaw Heritage, with a team GPA of 3.83. They trailed only DeWitt, which had a 3.88 team GPA.

The boys team finished tied for third with a team GPA of 3.65. That equaled Warren De La Salle's mark and trailed only Okemos (3.93) and Byron Center (3.68).

Churchill athletic director Marc Hage said he is proud of the program, and gives his congratulations to coach Jim Sells and both teams.

Reach Andrew Vaillencourt at availlenc@hometownlife.com, 810-923-0659 or on Twitter at @AndrewV court.



High school girls swimming.
STOCK PHOTO

Flyers need to be savvy about their times for connections



On Travel
Christopher Elliott
USA TODAY

When Robert Herbst's nonstop flight from New York to Raleigh, North Carolina, turned into a one-stop, he got worried. When American Airlines assured him he could make a connection at Washington's Reagan National Airport in just 30 minutes, he got *very* worried.

Herbst, a wellness expert from Westchester, New York, is one of a growing number of minimum connection time skeptics.

Minimum connection times, defined as the shortest interval required to transfer passengers and their luggage from one flight to a connecting flight, are guidelines used by airlines and travel agents for booking your flights. If you're making a connection, the minimum connection time ensures you'll have enough time to reach your next flight.

Except when it doesn't. Before your next flight, it helps to know a few things about minimum connection times. You also need to understand your rights when you're making a connection, and a few strategies for avoiding a missed connection.

Minimum connection times work – usually

The half-hour American Airlines allowed Herbst might have worked. But on the day he flew to Raleigh, his airline couldn't have predicted a 25-minute takeoff delay.

"I got to Reagan and found that I had to change terminals on a bus to make the connection," he recalls. "I sprinted to the bus, begged the driver who was in no hurry to get going, finally made it to the terminal and sprinted to the gate. When



No matter what your airline or travel agent tells you, minimum connection times are no guarantee that your connecting flight won't leave without you. GETTY IMAGES

I got there, I found that the door was closed, and they refused to let me board even though the aircraft was still there."

Neither American nor Reagan National Airport discloses minimum connection times on their websites. But it's clear that the 30-minute guideline is standard – and often questioned by minimum connection time skeptics. Herbst ended up on a flight to Greensboro, North Carolina, eight hours later.

"Anyone who travels a fair amount has probably missed a connection," says Seth Kaplan, editor of Airline Weekly, a travel trade publication. "I know I sure have."

Here's what's happening behind the scenes. Airlines could schedule more nonstop flights, but they aren't as profitable. Instead, they operate more "hub and spoke" flights to and from major hubs, which require connections. To

avoid testing their customers' patience, they develop minimum connection times with the airport and then schedule the briefest possible connections.

"It's a tricky balance," adds Kaplan.

Your rights when minimum connection times don't work

There are a few workarounds. Booking a nonstop flight will certainly fix this, but it's not always an option.

Sally Cohen, a retired retail executive from Alamo, California, says she won't transit through certain airports unless she meets her personal minimum connection time.

"I will *not*, under any circumstance, transfer at Charles de Gaulle with a planned connection time of less than three hours," she says. "The U-shaped terminals that can only be reached by a

snail-paced outdoor bus make for high blood pressure transfers."

The minimum connection time in Paris is between 60 and 90 minutes, depending on the flight.

If, for some reason, you feel you can't make a connection within the allotted time, contact your airline before your departure, say experts. It can sometimes make arrangements to speed up the transfer by giving you a seat assignment closer to the front of the cabin or rebooking you on a different flight.

That's what happened to Tricia Kalinowski when she discovered a 60-minute connection in New York on a recent trip from Minneapolis to Rome.

"I contacted Delta and they refused to change it, which frustrates me to no end," says Kalinowski, a retired writer from Blaine, Minnesota. Then she pointed out that she had a wheelchair request in her profile, and that did it. Delta rebooked her on an earlier flight, which gave her plenty of time to make the Rome flight.

It's no surprise that more passengers are skeptical of minimum connection times. But having your own minimums, established through careful research, and knowing your rights can help you get to your destination on time.

What you need to know about minimum connection times

■ **They're a team effort.** Minimum connection times initially are set by a group of airlines or by an airport operating committee. They pass the recommended minimums along to the International Air Transport Association and the airline reservation systems. The times are built into the reservation systems, ensuring each reservation is "legal."

■ **They can be specific to airports or flights.** Airlines sometimes adjust their minimum connection times on a flight-by-flight basis. Times can change if a terminal is under construction or an airport train closes for repairs. It's always a good idea to check your airline's airport-specific page for any changes.

■ **They are not a guarantee.** No matter what your airline or travel agent tells you, the minimum connection times are no guarantee that your connecting flight won't leave without you. They are only guidelines that are meant to get you to your destination as quickly as possible.

Build wealth via affordable homes

Short supply of entry-level homes helps boost prices

Paul Davidson
USA TODAY

When Todd and Marisa Bluth bought a \$188,000 starter house in Commerce City, Colorado, in 2012, they figured it would take at least a decade to build enough equity and savings to trade up to their dream home.

Yet just four years later, they sold the 1,600-square foot unit for \$284,000, allowing them to take their nearly \$100,000 profit and buy a five-bedroom nearly three times the size for what seemed like a steal — \$375,000 — in a more upscale neighborhood.

"I never thought the house would appreciate so quickly," Todd, 34, says. "We played the market against itself."

Since the U.S. housing recovery began in 2012, affordable homes in modest neighborhoods have notched the sharpest price increases while luxury houses in wealthy neighborhoods have had the smallest percentage gains. In other words, on average, the lower the home-price tier, the more dramatic the price increase, with mid-range homes appreciating moderately.

More room to recover

The trend is largely rooted in the fact that prices of inexpensive houses fell the steepest during the real estate crash and so had more room to recover, says economist Kwame Donaldson of Moody's Analytics.

Also, affordable, entry-level homes have been in short supply, driving up their price tags, says Issi Romem, chief economist of Trulia, a real estate research firm.

The unusual dynamic is allowing homeowners like the Bluths to move up to their "forever homes" more rapidly. It's also helping many low- and moderate-income Americans amass wealth

that can improve their lifestyles or bolster their nest eggs. But first-time buyers looking to get into the market now may be squeezed out.

The Bluths, who had a daughter when they lived in their first house, needed to move because another child was on the way, and they've since had a third. "It would have been getting pretty crowded," Todd, an attorney, says.

With a combined income of about \$70,000, the couple took out a government-backed mortgage for their starter house, allowing them to make a down payment of just 3.5%. The home's sharp price appreciation let them put down 20% for their current, larger home, eliminating the need to pay mortgage insurance and helping them pay off the \$10,000 they owed on a car loan.

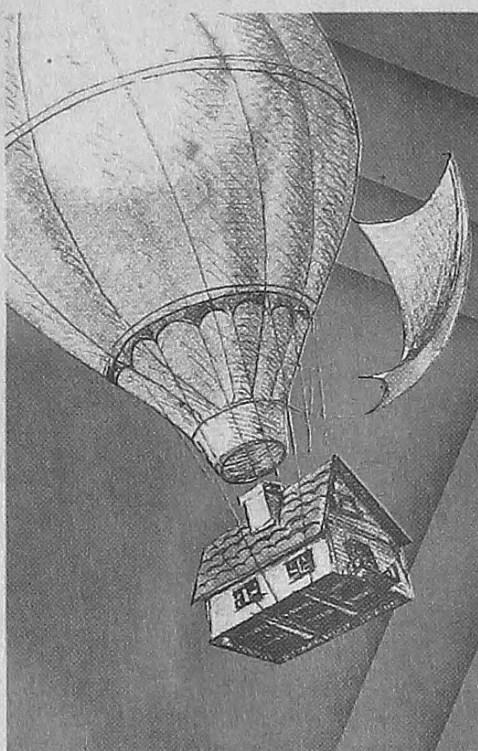
As a result, they've paid the same amount each month for their new home as they did for their first house and the car. "We've been very fortunate," Todd says.

In 204 of the nation's most populous counties, the bottom 10% of neighborhoods with the lowest median household income posted the largest average annual home price increases from 2011 to 2018 — 7.6%, according to a Moody's analysis. The top 10% of neighborhoods with the highest median income notched the lowest annual price gains at 5.2%.

Trulia found similar results in a study based on home prices rather than a neighborhood's median income. From 2012 to February 2019, the bottom third of homes with the lowest prices appreciated an average 8.03% a year, compared with 6.39% for mid-level homes and 5.01% for the most expensive units, the analysis found.

Affordable homes hurt in downturn

A big reason for the disparity is that home prices in the lowest-income neighborhoods tumbled the most during the housing crash — an average 7.4% a year — while values in the wealthiest areas fell the least — 4.3%, according to Moody's. That's likely because low-



JEFF RUBLE/USA TODAY, AND GETTY IMAGES

tween lower median incomes and sharp price increases among the 204 counties studied, "There's no new construction under \$200,000," says Mark Hite, a broker at a Keller Williams franchise in town.

Many low- to moderate-income shoppers are buying affordable homes, leveraging the rising prices to obtain home equity loans for renovations and then selling and moving to larger houses, Hite says. Others are using the increased equity in their homes as collateral to start small businesses, says Geoff Ramsey, a broker at REMAX Properties.

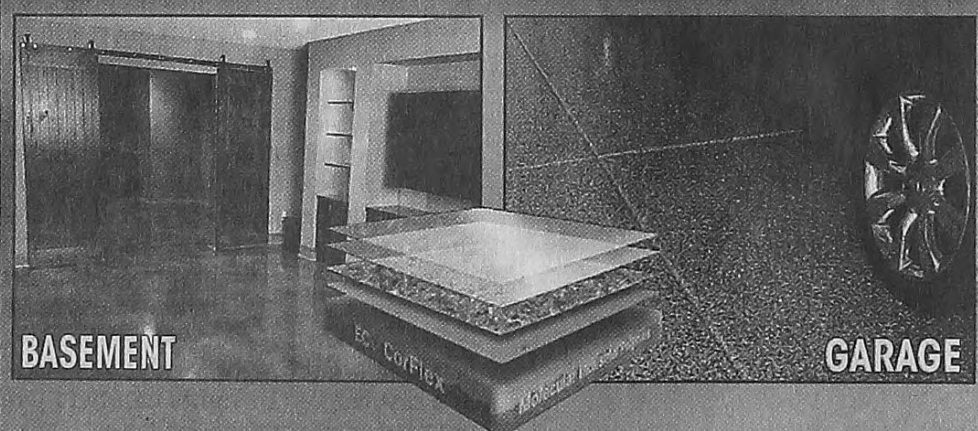
Northern homeowners score profits

In northern New Jersey, some lower-wage homeowners are banking much of their profits and buying cheaper houses in the southern part of the state or in low-cost places such as Florida and South Carolina, says Andee Post, a broker with Keller Williams in Woodcliff Lake, New Jersey. "If you're going to move south, you can get a lot of house for your money," she says.

Not all lower-income house dwellers have benefited from the price run-up. Many foreclosed homes were snapped up by investors and rented out. In the nation's poorest neighborhoods, two-thirds of homes are investor-owned, Donaldson says. Still, that means a third are occupied by low- to moderate-income owners who are reaping gains. And a larger share of houses is owned by residents in still-modest neighborhoods with slightly higher median incomes.

The windfall for owners of less expensive homes may be petering out now that home prices in all categories are well past their pre-recession peak. Gains for affordable houses are still leading, but the gap has narrowed substantially since early 2017, according to Trulia. That's largely because the price increases have made starter homes less affordable for lower-income Americans in particular, tempering demand, Romem says.

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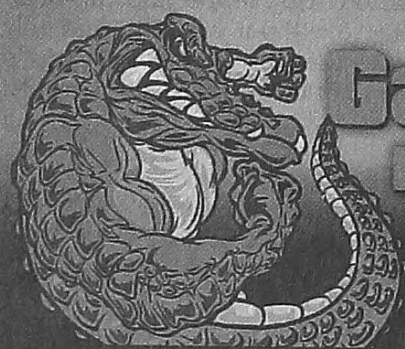
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Give your business a digital spring cleaning

Steve Strauss
Special to USA TODAY

Is there anything more delicious than first signs of spring – blooming flowers, longer days, warmer nights?

Well, an empty inbox might come in a close second. So how about we have our cake and eat it too?

Sure, I could write about how important it is to spring-clean your small business, and it is – sprucing up the store, cleaning out the desk, getting rid of winter clutter – it's all good.

But let's talk about the sort of cleaning that we all really need. E-cleaning. Digital detox. You know, cleaning up the sort of e-mess we all have way too much of.

Yes, it's time to give your business a digital spring cleaning.

Here's how:

Clean out your inbox

"Inbox Zero" is probably unrealistic, but Inbox 500 ain't so good either. So here's what you do: Create some new folders and rigorously go through your inbox. Prioritize. Delete. File. Respond. The process is akin to the famous decision box used by President Dwight Eisenhower:

- Urgent – handle it now
- Not urgent – schedule it / file it
- Delegate it
- Delete it. (Go on, it's OK, you can!)

Clean out your contacts

Similarly, on your mobile device, tablets and computer (because they are not all linked even though they should be, right?), go through your contact list and delete the deadwood; you know, that contact whose name is vaguely familiar from 2009.

You also can use this exercise as an excuse to check in with old contacts who may yet be valuable. I once sent a New Year's greeting, apropos of nothing, to a bunch of old clients and ended up with a ton of unexpected new business.

Unsubscribe

How many email newsletters are you



Business owners should take a little time to clean up their marketing this season. GETTY IMAGES

getting that you never read? Too many, that's how many. Time to unsubscribe.

Gmail and Outlook make unsubscribing super easy. In Gmail, look for an "unsubscribe" link at the top of your email. In Outlook, it's at the bottom. For the rest of us, it's a necessary evil to do it manually.

Cancel unused services

Recently, I noticed a charge for \$2.99 on my bank statement and, with a little research, realized I had had that same charge every month for eight months (stop your snickering, I'm a writer not an accountant.) I had never used the service and they were nice enough to refund my money.

So look for apps and services you no longer use, back up your data, cancel the service, and then delete the software from your computer and phone.

Delete bookmarks

That article you saved three years ago probably can be safely deleted, right? Go for it, delete away; there are plenty of new worthless webpages yet to be bookmarked!

Clean up your documents

This will take a while but will really be worth it. Taking the time to create appropriate folders and then deleting and filing away all of those scattered documents should really make your digital life easier.

Clean up your peripherals

Get rid of old thumb drives. Toss out old CDs and unused hard drives (after wiping them clean first of course), get rid of old phones, printers, gadgets and

doodads.

Move to the cloud

You already are in the cloud, of course, what with your email and photo back-up services, but it would behoove you to keep migrating there. Office 365, Google cloud services, and the like can help ensure that, once you have cleaned your e-life up, it will stay cleaned up just a little bit longer this time.

Steve Strauss is an attorney, popular speaker, and the bestselling author of 17 books, including *The Small Business Bible*. You can learn more about Steve at MrAllBiz.com, get even more tips at his site *TheSelfEmployed*, and connect with him on Twitter at [@SteveStrauss](https://twitter.com/SteveStrauss) and on Facebook at *TheSelfEmployed*.

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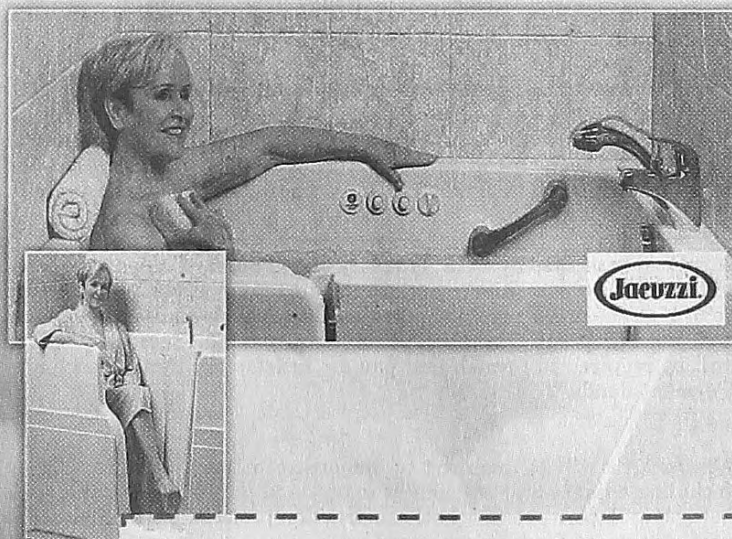


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CITY OF LIVONIA
PLANNING COMMISSION
NOTICE OF PUBLIC HEARING

In accordance with the provisions set forth in Section 502 of Act 110 of the Public Acts of Michigan of 2006, as amended, and Articles XIX and XXIII of Ordinance #543, the Zoning Ordinance of the City of Livonia, as amended, the City Planning Commission of the City of Livonia will hold a public hearing on Tuesday, May 14, 2019, in the Livonia City Hall, 33000 Civic Center Drive, Livonia, Michigan, beginning at 7:00 p.m. on the following items:

Petition 2019-03-02-04 submitted by My Mechanics Place requesting waiver use approval pursuant to Section 11.03(k) of the City of Livonia Zoning Ordinance #543, as amended, for the outdoor storage and rental of U-Haul trucks at 35655 Plymouth Road, located on the south side of Plymouth Road between Yale Avenue and Levan Road in the Northeast ¼ of Section 32.

Petition 2019-04-02-05 submitted by Piano Shoe Properties L.L.C. requesting waiver use approval pursuant to Section 10.03(j) of the City of Livonia Zoning Ordinance #543, as amended, to utilize a Micro Brewer license, including redeveloping the site, expanding the parking lot and modifying the exterior façade of the existing building, in connection with the operation of a brew pub (Piano Shoe Brewery) at 27717 and 27719 Seven Mile Road, located on the south side of Seven Mile Road between Inkster Road and Harrison Avenue in the Northeast ¼ of Section 12.

Petition 2019-04-02-06 submitted by Taiji Relax requesting waiver use approval pursuant to Section 11.03(u) of the City of Livonia Zoning Ordinance #543, as amended, to operate a massage establishment at 36155 Plymouth Road, located on the south side of Plymouth Road between Yale Avenue and Levan Road in the Northeast ¼ of Section 32.

The above-mentioned petitions will be on file in the City Planning Commission office, 33000 Civic Center Drive, Livonia, Michigan, during the period of five (5) days immediately preceding the scheduled public hearing and may be examined during normal working hours, 8:30 a.m. to 5:00 p.m. Monday through Friday.

Ian Wilshaw, Chairman
PLANNING COMMISSION

Publish: April 28, 2019

LO-0000350874 3x4.5

SECTION 00 1000 - ADVERTISEMENT FOR BIDS

| | |
|-----------------------------------|---|
| PROJECT: | Project Name and Project Number: Douglas Elementary School 6400 Hartel Garden City, MI 48135 Farmington Elementary School 33411 Marquette Garden City, MI 48135 Lathers Elementary School 28351 Marquette Garden City, MI 48135 Memorial Elementary School 30001 Marquette Garden City, MI 48135 Burger Transition Center 30300 Maplewood Garden City, MI 48135 Garden City High School 6500 Middlebelt Road Garden City, MI 48135 |
| OWNER: | Garden City Schools 1333 Radcliff Garden City, MI 48135 |
| PROPOSAL: | Contractors must submit a Proposal for: Proposal No. 1 Garden City Elementary and High School Misc. Flooring Replacements done during the Summer of 2019 Proposal No. 2 Garden City Elementary and High School Misc. Flooring Replacements done during the Summer and Misc. school Breaks over 2019 and 2020 |
| ARCHITECT: | French Associates, Inc. 236 Mill Street Rochester, MI 48307 (248) 656-1377 Contact: Barb Lovell |
| DUE DATE: | Sealed proposals will be received until Monday, May 6, 2019 at 2:30 p.m. local time (the "Due Date") by the Owner, at the Garden City Schools Business Office, 1333 Radcliff, Garden City, MI 48135. Bids will be opened publicly and read aloud immediately. Faxed proposals will not be accepted. Sealed Envelope must include 2 copies of the completed Form of Proposal (section 00 4000), Familial Disclosure Statement and a Bid Bond (for Bids over \$50,000). Any questions should be directed to the Architect's office |
| BID DOCUMENTS: | Bid documents will be transmitted via email only by the Architect to General Contractor's beginning on April 22, 2019. Interested bidders must send an email to barbl@frenchaia.com requesting bid documents. |
| PROPOSAL GUARANTEE: | A bid bond executed by a U.S. Treasury Listed Surety Company in favor of the Owner or a cashier's check in the amount of at least five percent (5%) of the base bid payable to Garden City Schools shall be submitted with each proposal. This shall accompany each bid. Successful bidder will be required to furnish and pay for satisfactory Performance and Payment Bonds. |
| CONTRACTOR QUALIFICATIONS: | Contractor's will be required to demonstrate their qualifications by including a list of projects similar in cost and project type to the work being bid. Experience in school construction projects of a similar scope will be required for contract award. |
| FAMILIAL RELATIONSHIP DISCLOSURE: | All bidders must provide familial disclosure in compliance with MCL 380.1267 (P.A. 232 of 2004) and attach this information to the bid. The bids shall be accompanied by a sworn and notarized statement disclosing any familial relationship that exists between the owner or any employee of the bidder and any member of board, board of education, chief executive officer or the superintendent of Garden City Schools. The Owner will not accept a bid that does not include this sworn and notarized disclosure statement. |
| IRAN ECONOMIC SANCTIONS ACT: | Bidders will also need to comply with Public Act 517 of 2012, an act to prohibit persons who have certain economic relationships with Iran from submitting bids on requests for proposals with this state, political subdivisions of this state, and other public entities; to require bidders for certain public contracts to submit certification of eligibility with the bid; to require reports; and to provide for sanctions for false certification. The bids shall be accompanied by a sworn and notarized statement certifying compliance with this act. The Owner will not accept a bid that does not include this sworn and notarized disclosure statement. |
| RIGHTS RESERVED BY THE OWNER: | The Owner reserves the right to award the Contract to other than the low bidder, accept or reject any or all bids, in whole or in part, waive any informalities, accept any bid when, in the opinion of the Owner such action will serve the best interests of the Garden City Schools, Garden City, Michigan |
| NON-WITHDRAWAL: | All bids shall be held open and irrevocable for a period of sixty (60) days from the Due Date. |
| SIGNED: | Owner's Representative: Neil Greene Representative's Title: Director of Operations Address: 33980 Marquette City: Garden City State and Zip: Michigan, 48135 Phone: 734-762-6392 |

END OF SECTION 00 1000

Publish April 28, 2019

LO-0000350875 3x15

CITY OF LIVONIA
PUBLIC NOTICE

AGENDA
Zoning Board Of Appeals

May 14, 2019 – 7:00 P.m.
Livonia City Hall – Gallery (5Th Floor)
33000 Civic Center Drive
Livonia, Mi
(734) 466 2259

APPEAL CASE NO. 2019-03-07 (Tabled on March 12, 2019): Nathan Bosscher, east side of Farmington (16382) between Bell Creek and Bloomfield, seeking to maintain an accessory building "lean-to" addition, resulting in excess area.

APPEAL CASE NO. 2019-05-16: Ashley Sowders, east side of Hillcrest (14100) between Schoolcraft and Lyndon, seeking to erect a four-foot-tall chain-link fence on the rear property line of a double frontage lot, resulting in deficient rear yard setback.

APPEAL CASE NO. 2019-05-17: Livonia Estates, LTD c/o IKO Industries, LTD, One Yorkdale Road, Toronto, Ontario M64341, on behalf of Lessee Detroit's Classic Partners, LLC, 15000 N. Commerce Drive, Dearborn, MI 48120, seeking to perform sales of classic and exotic vehicles in an industrial zoned district on property located on the **north side of Enterprise Drive (31774), between Hubbard and Merriman**, which is not allowed.

APPEAL CASE NO. 2019-05-18: Kevin Church, east side of Laurel (9554) between Pinetree and south end, seeking to construct a detached garage while maintaining an attached garage, resulting in excess number of garages and garage area.

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.

Publish: April 28, 2019

LO-0000350882 3x4.5

SECTION 00 1000 - ADVERTISEMENT FOR BIDS

| | |
|-----------------------------------|---|
| PROJECT: | Project Name and Project Number: Garden City Middle School 1851 Radcliff Garden City, MI 48135 |
| OWNER: | Garden City Schools 1333 Radcliff Garden City, MI 48135 |
| PROPOSAL: | Contractors must submit a Proposal for: Proposal No. 1 Garden City Middle School Window Replacement |
| ARCHITECT: | French Associates, Inc. 236 Mill Street Rochester, MI 48307 (248) 656-1377 Contact: Barb Lovell |
| DUE DATE: | Sealed proposals will be received until Monday, May 6, 2019 at 2:00 p.m. local time (the "Due Date") by the Owner, at the Garden City Schools Business Office, 1333 Radcliff, Garden City, MI 48135. Bids will be opened publicly and read aloud immediately. Faxed proposals will not be accepted. Sealed Envelope must include 2 copies of the completed Form of Proposal (section 00 4000), Familial Disclosure Statement and a Bid Bond (for Bids over \$50,000). Any questions should be directed to the Architect's office |
| BID DOCUMENTS: | Bid documents will be transmitted via email only by the Architect to General Contractor's beginning on April 22, 2019. Interested bidders must send an email to barbl@frenchaia.com requesting bid documents. |
| PROPOSAL GUARANTEE: | A bid bond executed by a U.S. Treasury Listed Surety Company in favor of the Owner or a cashier's check in the amount of at least five percent (5%) of the base bid payable to Garden City Schools shall be submitted with each proposal. This shall accompany each bid. Successful bidder will be required to furnish and pay for satisfactory Performance and Payment Bonds. |
| CONTRACTOR QUALIFICATIONS: | Contractor's will be required to demonstrate their qualifications by including a list of projects similar in cost and project type to the work being bid. Experience in school construction projects of a similar scope will be required for contract award. |
| FAMILIAL RELATIONSHIP DISCLOSURE: | All bidders must provide familial disclosure in compliance with MCL 380.1267 (P.A. 232 of 2004) and attach this information to the bid. The bids shall be accompanied by a sworn and notarized statement disclosing any familial relationship that exists between the owner or any employee of the bidder and any member of board, board of education, chief executive officer or the superintendent of Garden City Schools. The Owner will not accept a bid that does not include this sworn and notarized disclosure statement. |
| IRAN ECONOMIC SANCTIONS ACT: | Bidders will also need to comply with Public Act 517 of 2012, an act to prohibit persons who have certain economic relationships with Iran from submitting bids on requests for proposals with this state, political subdivisions of this state, and other public entities; to require bidders for certain public contracts to submit certification of eligibility with the bid; to require reports; and to provide for sanctions for false certification. The bids shall be accompanied by a sworn and notarized statement certifying compliance with this act. The Owner will not accept a bid that does not include this sworn and notarized disclosure statement. |
| RIGHTS RESERVED BY THE OWNER: | The Owner reserves the right to award the Contract to other than the low bidder, accept or reject any or all bids, in whole or in part, waive any informalities, accept any bid when, in the opinion of the Owner such action will serve the best interests of the Garden City Schools, Garden City, Michigan |
| NON- WITHDRAWAL: | All bids shall be held open and irrevocable for a period of sixty (60) days from the Due Date. |
| SIGNED: | Owner's Representative: Neil Greene Representative's Title: Director of Operations Address: 33980 Marquette City: Garden City State and Zip: Michigan, 48135 Phone: 734-762-6392 |

END OF SECTION 00 1000

Publish: April, 28, 2019

LO-0000350876 3x14.5

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Seven things that super-powerful women never do

Kate Lopaze
 thejobnetwork.com

Everyone could benefit from a little more power and confidence in the workplace, but studies have shown that women in particular tend to be more hesitant about wielding the kinds of skills and behavior typically associated with leaders. If you're looking for a way to boost your own presence at work and feel more in control of your career, here are some of the things that badass, powerful women never do.

Downplay their achievements

Many women feel like talking openly about their achievements is arrogant or braggy. On the contrary, owning your success (and the steps you took to get there) is one of the most effective ways to advance your career. Being open about your success gives you concrete accomplishments you can point to in job interviews or raise negotiations.

Avoid confrontation

Openly disagreeing with someone (like a colleague or superior) may feel aggressive and out of line, but debate can be healthy—and someone else isn't necessarily right simply because they're saying it in public. If you disagree, or have a differing perspective, don't be shy about saying so (in a professionally appropriate way, of course).

Trash others to get ahead

What was true in high school is still true in the workplace: smack talkers always get caught up in the drama in the end. Spreading rumors or denigrating others just so you might look better is

not a good look for anyone. And if others know or think you can't be trusted, you can expect the same treatment from others. Power comes from succeeding—not from stepping on other people.

Let criticism derail them

At some point, everyone comes up against some harsh criticism, a bad review, or a professional rejection of some sort. That doesn't have to define you or your career. Powerful people take the criticism for what it is, learn what they can, make adjustments, and move on.

Let abusive behavior go unchecked

Whether it's something as serious as harassment or simply not standing up to inappropriate behavior at work, calling it out doesn't make you a snitch or a weak-looking victim. If you see or experience behavior that makes you uncomfortable, it's on you to decide how to best approach it—whether that's reporting through a Human Resources process or voicing your discomfort with the person directly.

Internalize mistakes as personal failings

If something goes wrong at work, it doesn't necessarily mean that your personality or skills are defective. The power move is to acknowledge what happened ("This was a choice I made, and this is why it was wrong"), correct the course, and move on. Work fails are not necessarily personal fails.

They don't Fear failure
 Failing at something is demoralizing for everyone, no matter how confident you normally are. But truly powerful



GETTY IMAGES

people have confidence in their skills and abilities, and understand that failure isn't a game-ender. Instead, think of it as a game-changer. It's a chance to regroup, rethink, and be better.

Let self-doubt run the show

Everyone has self-doubt sometimes. Every. Single. Person. The trick is not letting that derail your progress by hesitating and overthinking what your next steps are.

Sometimes you have to overrule your doubting brain and go with your instincts. You have skills and experience that are guiding you—don't let that get

pushed out by that little voice saying, "But what if I'm wrong/not talented enough/not prepared?"

Confidence and power are within reach for all of us—all personalities, experience levels, and walks of life. At the root of all of it is knowing who you are, what you bring, and what you want to achieve. You know better than anyone what you're capable of achieving. Don't be afraid to be bold!

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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Great Buys

Garage Sales

neighborly deals...

Events & Fairs

Westland, HVL Spring Fundraising Rummage Sale, 33740 Cowan, Michigan, 48186 Thur-Fri: 9AM-5PM, Sat: 9AM-12PM, Clothing: House Items: Kitchenware. Dir: Cowan Rd between Wayne and Venoy

Garage-Tag Sale

BIRMINGHAM First United Methodist Church, 1597 W. Maple Rd. btwn Southfield/Cranbrook, Wed., May 1st, 6-9 pm. Price +30%. Fantastic Finds, Snack Bar. Thurs., May 2nd, 10-3 pm. Regular Price, Snack Bar. Fri., May 3rd, 9-11am. \$10 per 13 gallon bag or 1/2 price. (248) 646-1200

Canton: Windsor Park Subside Sale Thurs-Sat, May 2-4. E. of Sheldon to Emerson N. of Warren to Arlington www.windsorparkcanton.org

FARMINGTON HILLS: Rummage & Bake Sale at Prince of Peace Lutheran Church, 28000 New Market, Fri May 3rd, 9-5, Sat May 4th 9-12 Saturday with \$3 & \$6 bag sale.

FLAT ROCK HISTORICAL SOCIETY Antiques/Flea Market Sun., May 5th 7am-4pm. Free parking & admission. No pets allowed. Flat Rock Speedway, 14041 S. Telegraph Rd. (734) 782-5220 www.flatrockhistory.org

Lake Orion Methodist Church Rummage Sale: May 2 & 3th; 9-5pm & 5/4; 8-10am only, 140 E. Flint 3 bks E of M-24. (Lapeer Rd).

LIVONIA Church Rummage Sale Pre-Sale - Thurs, May 2nd - 5-7pm. (Adults \$2) Free Admission Fri, May 3rd, 9am-12pm, & Sat, May 4th, 9am-noon (1/2 off Sale) Newburg United Methodist Church 36500 Ann Arbor Trail, Livonia 48150

Plymouth Methodist Church Large variety of household goods, clothing, books, toys, etc. Tues. 4:30, 11-6, Wed. 5/1, 10-6 Bag sale, Thurs. 5/2 10am-5pm. 45201 North Territorial.

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SUNDAY PUZZLE CORNER

CROSSWORD PUZZLER

ACROSS

1 Busy bugs
5 As a matter of routine
13 Take for granted
20 Snoozefest
21 Mogadishu native
22 Replaced the inner layer of
23 Lego bit, e.g.
25 Witty adage
26 — -Saxon
27 Coral reef
29 — acids
30 Single-named male model
35 Totally tidy
38 Lamb serving
44 Russian autocrat
45 Lentil, e.g.
46 Free speech org.
47 Tiny neighbor of France
49 — as it is
51 Son of Poseidon
53 Totally evil
59 — Bubba (bubble gum brand)
60 Stadium cheers

63 — gratia artis" (MGM motto)
64 Comic actor
65 Melodic, musically
67 — -Caps (candy)
68 Won gold or silver
70 Jacuzzi sites
73 New England soup
76 Crimson or ruby
77 Gas station fill-up amount
79 Water, to Yvette
80 Little chore
82 Mink relative
83 — gestae (deeds)
84 With 120-Down, like Siamese cats or Frank Sinatra
85 Nasty whales
89 Like a scary ride in a vehicle
93 Moe, for one
94 Tesla CEO
95 African plain

99 Cajun cooking pod
100 Delighted
104 Lustful god
106 Not-quite-identifiable cafeteria food
108 Quality of 2% milk, say
111 Agitate
112 Athenian marketplace
113 Air traveler
116 Singer Cleo
121 Dodge SUV
124 Apt occasion for this puzzle's theme
129 Touched up, as text
130 Home of St. Louis
131 Give up, as territory
132 Give a new look to
133 Essential
134 Word that can follow the ends of 23-, 35-, 38-, 53-, 73-, 89-, 106- and 108-Across

DOWN

1 "Waterloo" pop group
2 Gerund, e.g.

3 Calc prereq
4 Hawk
5 It follows chi
6 Actor Glass
7 "No way!", in a text
8 Marvy
9 Cantina pot
10 Major melee
11 Georgia city
12 Kind of sock
13 Lead-in to fix
14 D.C. VIP
15 Inventor
16 They follow rhos
17 Like green bananas
18 Bully
19 "D.O.A." star
24 Tip, as a hat
28 Range ropes
31 — for All Seasons"
32 Frank holder
33 — be a real shame if ...
34 Siouan speaker
36 Drawn tight
37 Brow shape
38 Trellis strip
39 Light beige
40 Insincerely eloquent
41 Desk tray for to-be-sent documents
42 Space balls

43 Pro-gun gp.
48 "A Bell for —" (1944 novel)
50 Ranch group
52 Rowing tool
54 Garden tool
55 Where a company's leaders meet
56 Eye lustfully
57 Essential
58 Winds down
60 Bialy, e.g.
61 Actor
62 Class whose students might cook
66 Post-op site
67 Mu — beef
68 Paltry
69 Mesozoic —
70 Put in a hold
71 Maze route
72 "Nay" sayer
74 Wine holders
75 Joanne of "Red River"
78 On the house
81 Part of n/a
83 Flee hastily
84 Quail flock
86 Pepsi rival
87 Taj Mahal's city
88 Pew or sofa
90 Artist Paul

91 Direction opposite sud
92 Flee hastily
93 Cutty — (clipper ship)
96 Equine beast of burden
97 High degree
98 School org.
100 Test-marking teacher, e.g.
101 Lentil, e.g.
102 Holds dear
103 NBAer Kevin
105 Hoagie ingredient
107 Holler
109 Sweet treats
110 Easy two-pointer
114 Word before while
115 Go upward
117 Writer
118 Notion, to Pierre
119 Zip
120 See 84-Across
122 Styling goo
123 Shelley work
125 Ship's record
126 Canine coat
127 "... Mac — PC?"
128 Iraq export

SUDOKU

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

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!

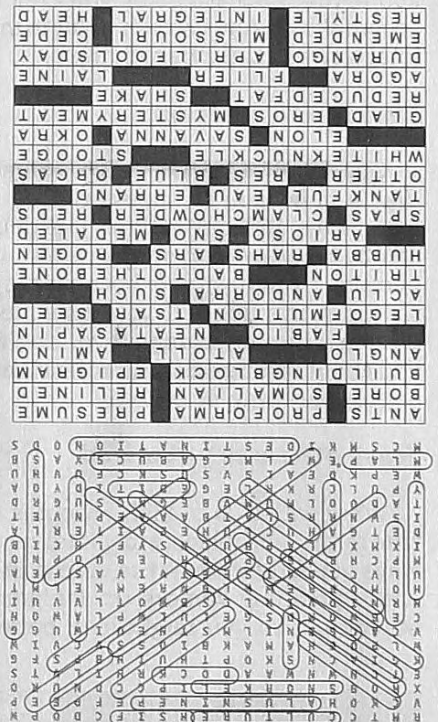
ISLAND VACATION WORD SEARCH

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

ANSWER KEY

WORDS

BEACH
BIRDS
BLUE
BOARDWALK
BOATING
CONCH
CORAL
COVE
CRUISE
CULTURE
DESTINATION
DOCK
DUNE
EXPLORE
FISH
FOLIAGE
GULL
HUMIDITY
ISLAND
LUSH
OCEAN
PALM
PEBBLES
PENINSULA
SAND
SCUBA
SEASHELLS
SHORELINE
SNORKEL
SUNSHINE
SWIMSUIT
TIDE
TROPICS
VACATION
WARMTH
WAVES



| | | | | | | |
|---|---|---|---|---|---|---|
| 2 | 1 | 9 | 9 | 8 | 6 | 2 |
| 8 | 2 | 8 | 1 | 6 | 2 | 9 |
| 7 | 9 | 6 | 2 | 9 | 8 | 2 |
| 2 | 9 | 8 | 2 | 1 | 6 | 7 |
| 9 | 7 | 1 | 9 | 8 | 8 | 2 |
| 8 | 6 | 2 | 7 | 2 | 9 | 1 |
| 6 | 8 | 9 | 8 | 2 | 1 | 2 |
| 1 | 2 | 2 | 8 | 7 | 9 | 8 |
| 9 | 8 | 7 | 6 | 9 | 2 | 1 |

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

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PIONEER POLE BUILDINGS Free Estimates- Licensed and Insured-26 Trusses-45 Year Warranty Galvalume Steel-19 Colors-Since 1976-#1 in Michigan-Call Today 1-800-292-0679 (MICH)

Cars

2003 MUSTANG CONV 20K MILES
\$10000 P23284 North Bros. 734-928-2108

2016 TAURUS SHO 26K MILES \$24000
P23343 Ford Dealership 734-928-2108

SUVs

2015 EDGE TIT, 29K MILES \$24000
P23339 Ford Dealership 734-928-2108

17 ESCAPE SE 4WD 97K MILES
\$12500 P23334 Ford Deal. 734-928-2108

2015 ESCAPE 93K MILES \$13300
P23274 North Bros. 734-928-2108

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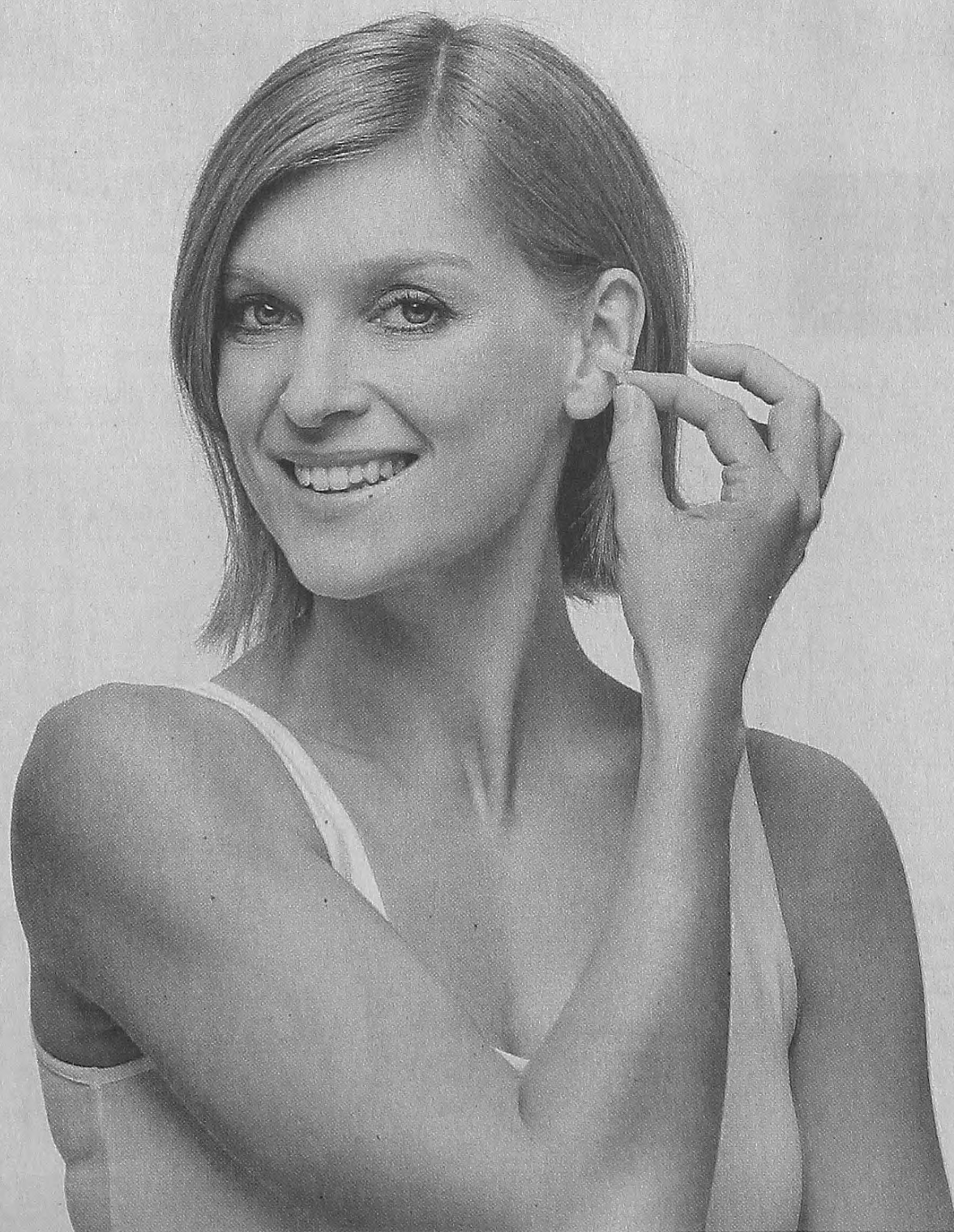
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