

## CANTON TOWNSHIP

## More judges say tree ordinance unconstitutional

Susan Vela Hometownlife.com  
USA TODAY NETWORK - MICHIGAN

Metro Detroit communities may be reviewing their tree ordinances since yet another set of judges has agreed Canton Township's tree ordinance is unconstitutional.

The 6th U.S. Court of Appeals in Cin-

cinnati affirmed the U.S. District Court's ruling on Oct. 13, essentially saying Canton Township went too far by demanding F.P. Development, LLC, plant new trees or put nearly \$48,000 into the township's tree fund.

The signage company had removed nearly 160 trees, some of them landmark trees, while clearing a clogged

county drainage ditch.

Canton Supervisor Anne-Marie Graham Hudak said township officials are reviewing their legal options and plan to do what's best for township residents.

She emphasized that plenty have passionately voiced concerns about loss of trees and green space.

"Protecting Canton's natural re-

sources is a shared community interest," the supervisor said in a statement. "Our tree ordinance was designed to protect greenspace as development occurs, and it's unfortunate that a Texas-based interest group is fighting against the Canton community."

See **ORDINANCE**, Page 3A

## Stevenson football player credited with saving student

Shelby Tankersley Hometownlife.com  
USA TODAY NETWORK - MICHIGAN

Matthew Gazzarato doesn't think anybody needs to call him a hero. He's just glad he was in the right place at the right time.

The Livonia Stevenson senior was having lunch with friends Nov. 1 when a friend who was sitting across from him started choking.

"I got up and one of my other friends started patting her on the back," he said. "I hit her like once or twice and started to do their Heimlich a little bit, but I was nervous because I didn't want to screw something up. I yelled across the lunch room for help."

But, help from a teacher didn't come fast enough so Gazzarato decided to take action.

"Nobody was coming, so I just took it upon myself to actually do it," he said.

He administered a few abdominal thrusts and viola, the food his

See **STUDENT**, Page 2A



Canton High School's team, "Crickets," was the first-place finisher in the recent Governor's High School Cyber Challenge. From left are team members David Reeves, Eric D'Urso, and Jacob Eason. PHOTOS BY JOHN HEIDER/HOMETOWNLIFE.COM

## Plymouth-Canton students win state's cybersecurity challenge

Ed Wright Hometownlife.com  
USA TODAY NETWORK - MICHIGAN

A wave of young cybersecurity guardians at Plymouth-Canton high schools are learning how to defuse the attackers — while simultaneously filling up trophy cases with coveted awards.

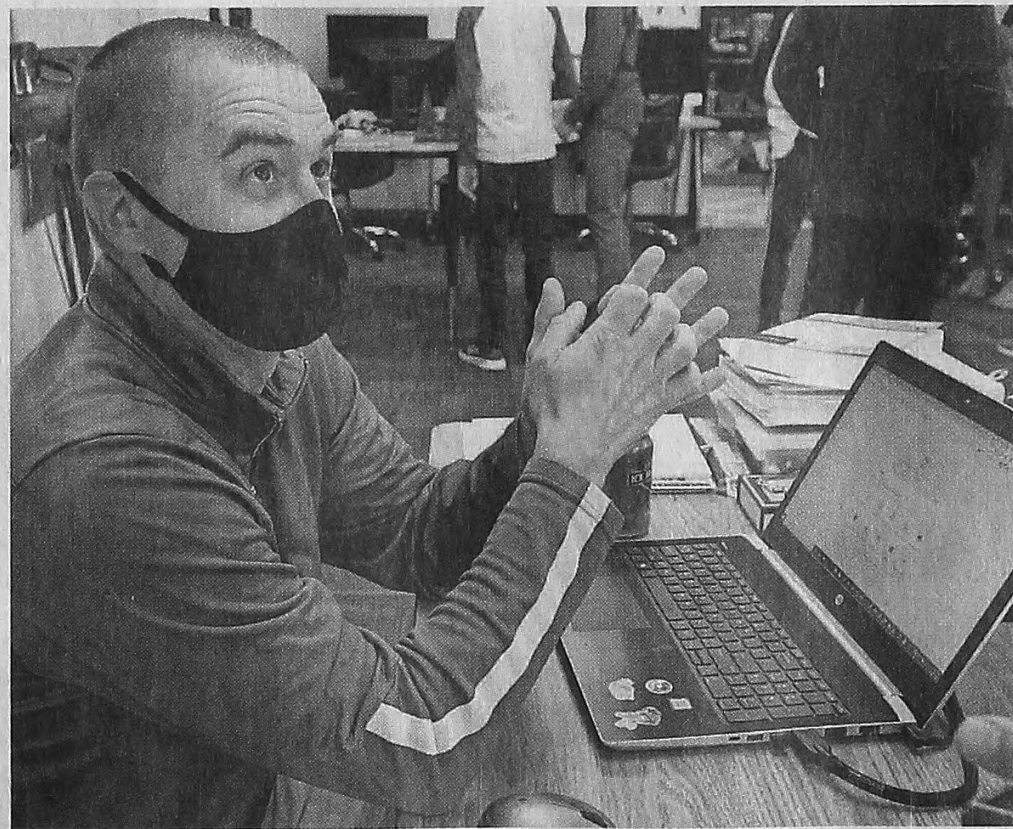
On Oct. 22, in a statewide competition forced into virtual mode by the COVID-19 pandemic, the Crickets — a trio of Plymouth-Canton students — outperformed more than 200 Michigan high school teams to capture first place in the Governor's High School Cyber Challenge.

The 10 finalists earned points in online capture the flag-type challenges designed to test their knowledge of information technology and cybersecurity.

Mentored by Canton High School teacher Scott Obsniuk, Plymouth-Canton swept the top three spots in October and has placed teams in the top 10 each of the past four years.

"I think you can attribute our success

See **CHALLENGE**, Page 2A



Canton High School computer teacher Scott Obsniuk helped guide a few teams from the school to top-place finishes in the cybersecurity challenge.

## Former priest pleads guilty to criminal sexual conduct charges

Susan Vela Hometownlife.com  
USA TODAY NETWORK - MICHIGAN

A former Farmington priest has pleaded guilty to two counts of second-degree criminal sexual conduct, according to Michigan Attorney General Dana Nessel.

In a statement, she said Gary Berthiaume entered the pleas to the 15-year felonies in Oakland County Circuit Court on Nov. 8, along with a no contest plea on a gross indecency charge, which is a five-year felony.

The charges stem from 1970s allegations involving three different victims who were young teens at the time.

Berthiaume was a priest at St.

See **PRIEST**, Page 2A

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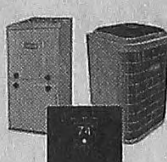


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# CC loses mighty Shamrock with death of first president

Susan Vela [HometownLife.com](http://HometownLife.com)  
USA TODAY NETWORK - MICHIGAN

Those who knew him say the Rev. Richard Elmer has gone to heaven, the place where he always wanted to go.

Detroit Catholic Central High School's former teacher, principal, athletic director and president died Nov. 4. He was 93.

"Oh, gosh! How do you sum up 93 years, six months and one day worth of living," present-day Principal Patrick Fulton said. "That's quite a legacy. That's a pretty darned good run."

"He had his faculties and his health up until the very end. He's gone to where he's always wanted to go."

Elmer, a Detroit native, had been in and out of care facilities and hospice since the spring.

Before then, he was a familiar sight at football games, staking out a cheering place along the sidelines in a motorized cart.

"He certainly was intense about living," Fulton said. "He loved people and really was passionate about Catholic Central and the people who make up Catholic Central."

"He loved it when our school teams win and he also loved winning, especially when it came to sort of advancing and promoting Catholic Central."

Fulton, also a priest, lived with Elmer for about five years and appreciated his stories about the early days at the high school.

With friends, Elmer would travel to Detroit to catch jazz and Motown acts. Also, he liked to talk about digging graves with his brother. On the warmest

days, they would settle into the bottom of a pit, place boards overhead and eat their lunches surrounded by cool earth.

Fulton said his mentor kept his lively ways by surrounding himself with the right people and recognizing that there was work God wanted him to do.

He summed up Elmer's philosophy: "If God wants me around, I'll keep working on behalf of the school and on behalf of him."

The all-male, private college prep school located on Wixom Road in Novi has posted a memorial for Elmer on its website.

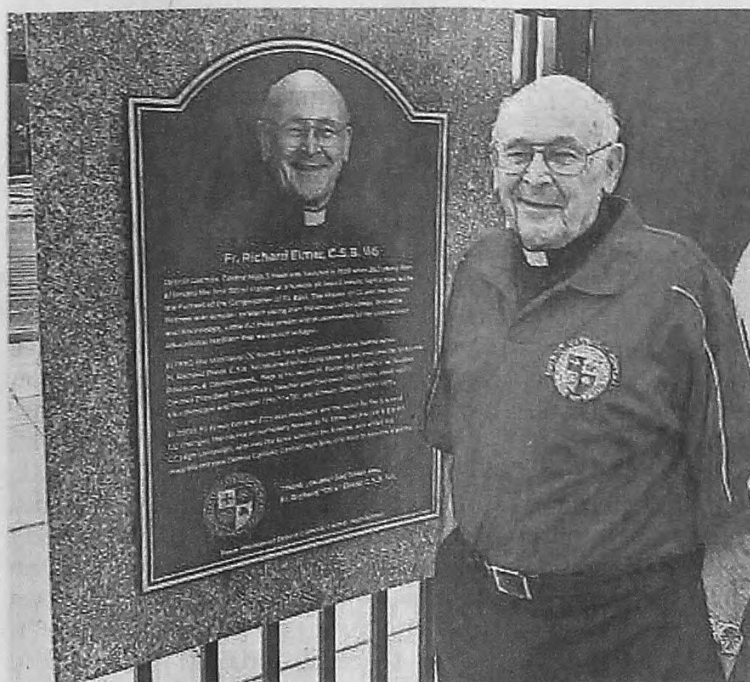
It shares the prayer he wrote for his 90th birthday. He thought it was a good one for people needing a focus in life: "The primary purpose for our existence is to get to heaven. The richest nourishment for our journey is the Holy Eucharist. Our special spokesperson is our blessed Mother. Jesus and Mary, please be with us now and at the hour of our death. Amen."

His former students have been posting messages about Elmer's faith, friendship, compassion, discipline, athleticism, sense of humor, infectious smile and other attributes.

According to the posted obituary, Elmer graduated from Detroit Catholic Central High School in 1946. He attended college in Toronto and was ordained in 1957.

He returned to the high school as a teacher and spent 1967-1973 as its principal. He then served as the athletic director until 1978.

Elmer then moved to Washington, D.C., to work as a senior administrator for the National Catholic Educational



Father Richard Elmer died Nov. 4 at age 93. The CC Class of 1946 member was student council president before he became a Basilian Father and then served CC as a teacher, counselor, vice principal, principal, athletic director, director of development and as CC's first president. COURTESY OF DETROIT CATHOLIC CENTRAL HIGH SCHOOL

Association. He then served as the Dean of Men at the University of St. Thomas in Houston.

He returned to Detroit Catholic Central in 1990 as its development and alumni relations director and became its first president in 2000.

School officials consider him the driving force for securing, as president, the land and donations that allowed construction along Wixom Road.

While serving as president emeritus, he spearheaded a 2008 collaboration to open St. Catherine of Siena, an all-girls private school, in Wixom. Elmer served as its first principal and chaplain.

"(Father) Elmer remained fiercely dedicated to his roles as CC's President

Emeritus and St. Catherine's Chaplain until the time of his passing," the obituary read. "His life serves as testament to the myriad of ways one human being can be of service to others, and his life's story will continue to serve as a beacon of faith, hope, and love for many generations still to come."

His survivors include his brother, Lawrence, and many relatives and extended family members.

In lieu of flowers, memorial donations can be made to Detroit Catholic Central in honor of the Rev. Elmer. Mail checks to 27225 Wixom Road, Novi, MI 48374 or make a secure online gift by visiting [www.catholiccentral.net/give](http://www.catholiccentral.net/give). [svela@hometownlife.com](mailto:svela@hometownlife.com)

## Ordinance

Continued from Page 1A

"This decision strips our local community of its power to protect valuable natural resources and develop responsibly."

The township's tree ordinance demands a tree removal permit for any tree more than six inches in diameter at breast height. Trees must be replaced, at a greater rate for landmark trees.

Tree removers, according to the ordinance, also are supposed to pay money into the township tree fund, established for forest preservation and the planting and maintenance of trees.

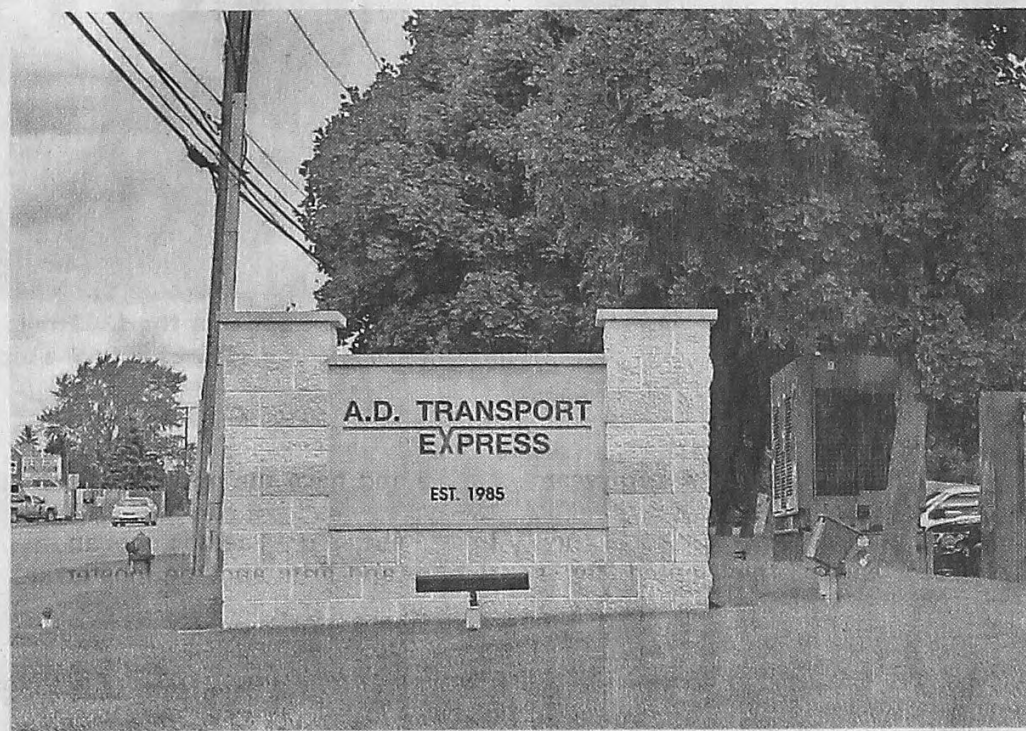
Legal debates regarding Canton's tree ordinance have delved into the Fifth Amendment's takings clause, which reads "nor shall private property be taken for public use, without just compensation."

"The Court decision has no bearing on the Birmingham ordinance," City Attorney Mary Kucharek notified Birmingham staffers after the ruling. "Our ordinance differs from the Charter Township of Canton in many ways."

"Most notably, our ordinance protects city-owned trees ..., whereas Canton's ordinance regulated private property. Our ordinance is constitutional and consistent with case law regarding trees."

Canton Township is dealing with more than one lawsuit over its ordinance. Gary and Matt Percy, who were deeded 16 acres from FP Development about five years ago to start a Christmas tree farm near Belleville and Yost roads, also have taken legal action.

The brothers reportedly cleared



Gary and Matt Percy cleared land behind their business, A.D. Transport Express, without Canton Township's permission. HOMETOWNLIFE.COM FILE

about 1,500 trees and then took umbrage when they were asked to increase the township's tree fund with nearly \$450,000.

The Texas Public Policy Foundation, a conservative think tank, has been representing both F.P. Development and the Percy brothers in the federal court system.

"Without question, the impact is significant," wrote Judge George Caram Steeh of the U.S. District Court in Detroit in a 2020 order. "Here, the character of the government action is to require a private property owner to maintain the trees on its property for the benefit of the community at large. This is a burden that should be shared by the

community as a whole.

"The court finds that as applied to this plaintiff, the tree ordinance goes too far and is an unconstitutional regulatory taking."

Tree ordinances have been a solution for communities concerned about the quality, aesthetics and well being of their environment.

Plymouth strengthened its tree ordinance back in 2019. It discouraged residents from cutting down healthy trees, particularly those of the decades-old, majestic variety, to protect the city's trees and woodlands.

The city then was dealing with a spike in tree removals that were accommodating more expansive homes built

on properties once known for smaller dwellings.

At the time, Mayor pro-tem Suzi Deal and Commissioner Ed Krol voted against the ordinance.

"I'm not in favor of the ordinance in its entirety," Deal then said. "I'm concerned about ... what can be done and not done on people's private property."

"(But) really the general feedback that we have received has been overwhelmingly positive," said Greta Bolhuis, Plymouth's assistant community development director. She expects an update from the city attorney — if it's necessary — regarding Canton's latest court battle.

"We have the benefit of having smaller pieces of property," Bolhuis said. "It's a different kind of scale, I guess."

Kelly McIntyre, South Lyon's planning consultant, said the city has tree-removal rules for both developers and residents.

"We have an ordinance that is very clear," she said, acknowledging a review still could happen because of the Canton decision.

Mike Buiten, Wayne's director of building and engineering, said the Sixth Circuit's decision has little bearing on Wayne since "there's so little development" in the city and there are few places with a lot of trees.

He does let developers know the city's preference that single-family homes have one tree in front of the home and one tree in back. Residents won't be able to receive their full certification of occupancy until the trees are planted properly.

Contact reporter Susan Vela at [svela@hometownlife.com](mailto:svela@hometownlife.com) or 248-303-8432. Follow her on Twitter @susanvela.

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# Wayne County COVID-19 cases up slightly

**Mike Stucka**  
USA TODAY NETWORK

Michigan reported 28,080 new cases of coronavirus in the week ending Sunday, from 27,308 the week before of the virus that causes COVID-19.

Michigan ranked 13th among the states where coronavirus was spreading the fastest on a per-person basis, a USA TODAY Network analysis of Johns Hopkins University data shows. In the latest week coronavirus cases in the United States decreased 0.3% from the week before, with 506,884 cases reported. With 3% of the country's population, Michigan had 5.54% of the country's cases in the last week. Across the country, 16 states had more cases in the latest week than they did in the week before.

Wayne County reported 3,412 cases and 52 deaths in the latest week. A week earlier, it had reported 3,150 cases and 42 deaths. Throughout the pandemic it has reported 200,490 cases and 5,598 deaths.

Oakland County reported 2,671 cases

and 27 deaths in the latest week. A week earlier, it had reported 2,490 cases and 27 deaths. Throughout the pandemic it has reported 146,943 cases and 2,692 deaths.

Within Michigan, the worst weekly outbreaks on a per-person basis were in Keweenaw County with 756 cases per 100,000 per week; Baraga County with 682; and Houghton County with 608. The Centers for Disease Control says high levels of community transmission begin at 100 cases per 100,000 per week.

Adding the most new cases overall were Wayne County, with 3,412 cases; Oakland County, with 2,671 cases; and Macomb County, with 2,317. Weekly case counts rose in 42 counties from the previous week. The worst increases from the prior week's pace were in Wayne, Macomb and Oakland counties.

Michigan ranked 34th among states in share of people receiving at least one shot, with 58.1% of its residents at least partially vaccinated. The national rate is 66.5%, a USA TODAY analysis of CDC data shows. The Pfizer and Moderna

vaccines, which are the most used in the United States, require two doses administered a few weeks apart.

In the week ending Friday, Michigan reported administering another 281,694 vaccine doses, including 48,031 first doses. In the previous week, the state administered 93,335 vaccine doses, including 23,419 first doses. In all, Michigan reported it has administered 11,421,987 total doses.

Across Michigan, cases fell in 39 counties, with the best declines in Kent County, with 2,098 cases from 2,214 a week earlier; in Montcalm County, with 277 cases from 369; and in Lapeer County, with 195 cases from 271.

In Michigan, 353 people were reported dead of COVID-19 in the week ending Sunday. In the week before that, 340 people were reported dead.

A total of 1,275,103 people in Michigan have tested positive for the coronavirus since the pandemic began, and 23,662 people have died from the disease, Johns Hopkins University data shows. In the United States 45,970,785

people have tested positive and 745,832 people have died.

Note: In the Johns Hopkins University coronavirus data, cases and deaths for the Michigan Department of Corrections and the Federal Correctional Institution separately from Michigan counties.

USA TODAY analyzed federal hospital data as of Sunday, Oct. 31.

Likely COVID patients admitted in the state:

- Last week: 2,186
- The week before that: 2,064
- Four weeks ago: 1,769

Likely COVID patients admitted in the nation:

- Last week: 71,202
- The week before that: 72,741
- Four weeks ago: 90,367

The USA TODAY Network is publishing localized versions of this story on its news sites across the country, generated with data from Johns Hopkins University and the Centers for Disease Control. Contact Mike Stucka at [mstucka@gannett.com](mailto:mstucka@gannett.com).

# Child care workers can apply for \$1K bonus

**Paul Egan** Detroit Free Press  
USA TODAY NETWORK

LANSING — Applications opened Monday for a state program intended to pay a \$1,000 bonus to each full-time child care professional in Michigan.

The \$350 million Child Care Stabilization Grant program was part of a bipartisan state budget agreement.

"Child care is the backbone of a strong economy and childcare professionals and programs go above and beyond every day to care for our kids, helping them learn and grow in a safe environment," Gov. Gretchen Whitmer said in a news release.

"By bringing both parties together, we were able to put Michiganders first and deliver every child care professional a \$1,000 bonus in recognition of their in-

credible sacrifices over the last 18 months, expand low or no-cost care to 105,000 kids, and help providers improve their programs."

Licensed child care providers are eligible to apply and can get more information at [Michigan.gov/childcare](http://Michigan.gov/childcare). Child care professionals will be awarded bonuses directly from their employer and do not need to apply, the release said.

Laurie Clark-Horton, owner of L.A.C.C. Child Care Academy in Detroit, said she has worked in the field for more than 24 years and the past 18 months have been the most challenging of her career.

"Funding from the Child Care Stabilization Grant will help me thank my hard-working staff and continue providing high-quality care 24 hours a day," she said.



Applications are open for the \$350-million Child Care Stabilization Grant program in Michigan. It was part of a bipartisan state budget agreement. GETTY



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# Revolutionary Plant Based Grab-and-Go Meals coming to Westland, MI

## Aratham Gourmet To Go Expands with a new location.

After the amazing success of their plant-based food market in Troy, Aratham owners Gabriel and Tiffanie Vera are opening another location in Wayne County, MI. "Our desire has always been to support and nurture the community by providing high-quality, delicious, and flavorful plant-based food items at affordable prices. We are so happy we have been able to achieve this goal in Troy and are looking forward to providing more communities with the same quality of food and service."

Founded by husband and wife, Gabriel and Tiffanie Vera, Aratham is a labor of love in every sense of the word. Gabriel has an impressive culinary background working as an Executive Chef and Corporate Director at facilities like Andiamo, Joe Muer Seafood, the MGM Grand Hotel Casino, Hilton Hotels, Mission Point Resort and more. He is also a former gold medal Culinary Cup winner. Tiffanie Vera is a doula and holistic practitioner with food and beverage experience. Their combined expertise has led to the successful marriage of healthy, plant-based dishes that are both flavorful and affordable.

Tiffanie Vera states "We truly care about our customers, our community and the health of the planet. It's because of this love that we developed a menu that is gourmet in quality, plant-based and lower in price. Food can heal and fortify and we fully believe organic, gourmet cuisine and other natural products for the home and body should be affordable for all."

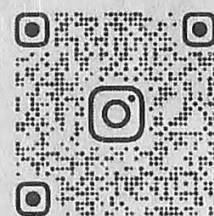
When asked why he thinks they have been so successful, Gabriel stated that Aratham is able to stand by their promise of being an organic, plant based company, without sacrificing flavor. "A crowd pleaser is our spaghetti Bolognese. People ask 'Are you sure there is no meat in this?' There isn't. We don't buy any processed meat - we make our own from oatmeal and seeds."



Aratham Gourmet To Go is a zero-waste business – from its composting to its biodegradable bags and containers. Every step of the organic, eco-friendly family business is designed for the betterment of its customers, the community and the planet. Gabriel notes "All our food scrapes go into compost or recycling. Our eco-friendly practices are a very important part of who we are."

Aratham provides everything from side dishes to entrees, juices to desserts, super-foods, individual meals, deli service, party trays, natural supplements, candles, soaps, and other unique, all natural items. Aratham is the source for anyone interested in a more plant-based, organic, holistic lifestyle.

Aratham in Westland is located at 37628 Ford Road and will open November 1st. Hours of operation are Monday-Saturday 10am-6pm.



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# Livonia trucking finance co. growing fast

JC Reindl Detroit Free Press  
USA TODAY NETWORK

A trucking financial services company in metro Detroit is seeing rapid growth and anticipates doubling its revenue this year compared with before the COVID-19 pandemic.

Livonia-based RoadEx was started in 2014 by Jagdeep Dhillon, who had run a trucking company previously with her husband. She attributes RoadEx's growth spurt to pandemic-related increases in demand for shipped goods, plus the company's 2020 and 2021 decisions to expand services for its customer base of mostly small and mid-size truck carriers and owner-operators.

RoadEx's revenue has grown from \$60 million in 2019 to an anticipated \$130 million for all of 2021.

It is rare for companies in the trucking industry to be owned or run by women, and only about 12% of the industry's workforce was female in 2020, according to the U.S. Bureau of Labor Statistics.

RoadEx has about 30 full-time employees working out of its Livonia office, plus an additional 15 employees based overseas in India. The company was previously known as Flat Rate Funding Group prior to rebranding last year as RoadEx.

The company does not own or operate big rigs. Rather, it offers financial services to trucking companies, generally those with fleets of one to 20 trucks, although a few of its customers are bigger.

One of RoadEx's primary services is known as freight factoring, which involves providing funds to trucking companies in exchange for buying their accounts receivable.

Trucking companies use factoring because they have substantial upfront costs like fuel and repairs, and the businesses that receive their deliveries can take 30 days, 45 days or even longer to pay. An average invoice per truck delivery is about \$2,300.

"They need cash flow all the time to pay their drivers and pay for fuel," said Dhillon, who chairs the company.

Factoring providers such as RoadEx buy invoices for slightly less than the amount owed, roughly 95%-97%. They



Jagdeep Dhillon, owner and chairwoman of Livonia-based company RoadEx, which deals with big trucks, is seeing lots of growth with her business. RYAN GARZA/DETROIT FREE PRESS

later earn profit as businesses pay the invoices.

RoadEx finances its factoring activity through a mix of money on its own balance sheet, plus bank borrowings, according to Dhillon.

The trucking industry is notorious for add-on and hidden fees in contracts. Kevin Main, co-owner of Florida-based Winstar Total Logistics, a trucking company with 26 trucks that uses RoadEx for factoring, said he appreciates how the company is transparent.

"What I like about RoadEx is when I look through my contract, like everybody should for dispatching and for fuel and for factoring, there is nothing hid-

den — everything is right out there for me," he said. "It is very easy to understand ... and that's why I've stayed."

Through the years RoadEx has steadily added services, including truck dispatching, which is setting up truckers' routes and finding loads for them to pick up and deliver.

Without dispatching, trucking companies run the risk of having little or nothing to haul on their journey back from a distant location. Dispatchers generally take a portion of the payment for each load that they find for the trucker.

A dispatcher is different from a freight broker, which acts as a middle-

man between the shipper and the trucking company.

Other services offered by RoadEx include truck insurance, emergency loans and fuel savings credit cards.

"We provide five different services — usually factoring companies don't provide all of them," Dhillon said.

Although neither Dhillon nor her husband ever worked as a truck driver, Jagdeep Dhillon became acquainted with the industry's financial service needs from her brother, who started driving trucks after immigrating to Canada from India.

See TRUCKING, Page 7A



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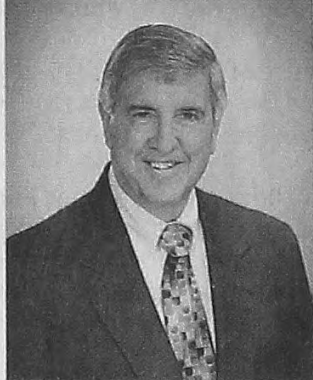
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Jagdeep Dhillon, right, owner and chairwoman of Livonia-based company Roadex, talks about the growth she is seeing in her business at her office in Livonia. At left is Dhillon's daughter, Simren Dhillon.  
RYAN GARZA/DETROIT FREE PRESS

## Trucking

Continued from Page 6A

Dhillon also was born in India and immigrated to Canada in 1994 at age 22. She is from the Punjab region in India, and the Punjabi community at large has deep roots in the trucking industry in the U.S. and Canada.

She and her husband started a trucking company in Canada in 2005. They later closed that company once they moved to the U.S. in 2012.

Here they started a new general freight trucking company, Romulus-based DF Carrier, which they sold in 2017 to focus on growing what is now RoadEx. Proceeds from the sale helped Dhillon to invest more in RoadEx and its growth, she said.

Dhillon, who goes by the nickname "Deep" at work, said she knows of few other female owners of trucking financial services businesses.

Her daughter, Simran Dhillon, said people are often surprised to learn that her mom is the boss at RoadEx. "You would hear her on the phone and (callers) would be like 'Can we speak to whoever is in charge?' And she is like, 'It doesn't get any more in charge than me,'" her daughter said. "And they are like, 'How about the owner or the manager?'"

"And she is like, 'that's me.'"  
Deep Dhillon said some of the supply chain delays now in the news are exacerbated by a shortage of trailers in addition to truck drivers.

"Right now, it's very hard to get a trailer," she said. "We have so many companies where they have drivers, they have trucks, but they don't have trailers."



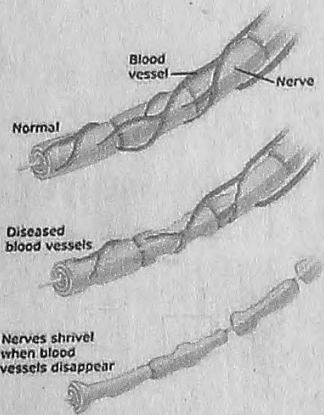
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# Demand pumps up gas prices to 2021 high

Emma Stein Detroit Free Press  
USA TODAY NETWORK

If filling up your tank has felt a little pricey lately, it's because gas prices across the country are shooting up. Michigan gas prices this week set a 2021 high.

Right now, the state's average for regular unleaded gas is \$3.42 per gallon. That's 17 cents more than this time last month and \$1.43 more than this time last year, according to an AAA Michigan news release.

In Michigan, prices are highest in the Saginaw, Bay City and Midland areas, reaching about \$3.47 per gallon. Metro Detroit's prices are on the low end of the spectrum at \$3.38 per gallon.

Drivers are paying an average of \$51 for a full 15-gallon tank of gasoline, AAA said, which is an increase of about \$12 from when prices were their highest last January.

The spike isn't actually so sudden, experts say, and gas prices have been creeping up as demand continues to increase as the economy begins to recover from the pandemic. Demand is higher than supply, leading to a steep price increase, CNN reported. Prices across the country have reached a 7-year high.

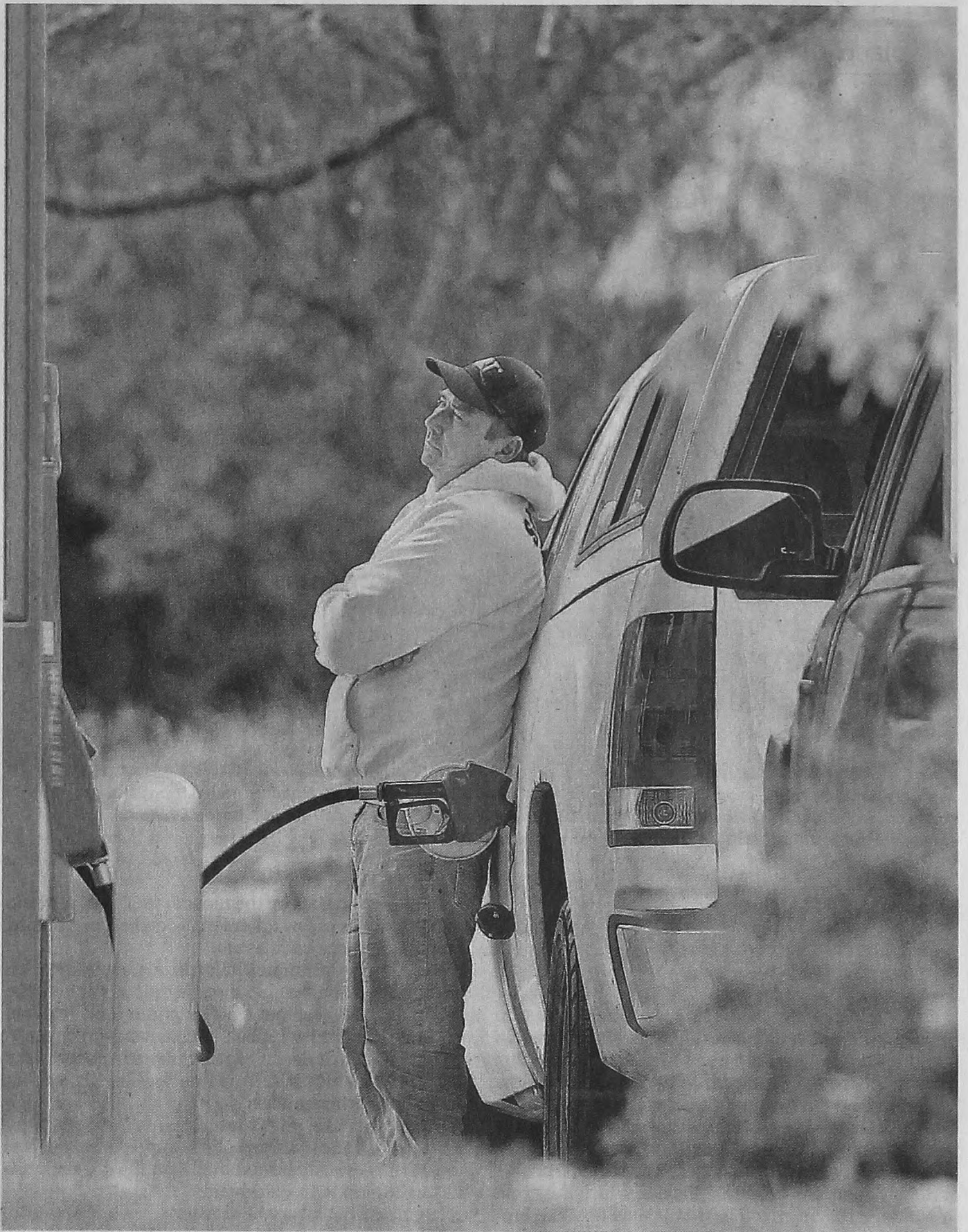
President Joe Biden recently blamed the surge on OPEC and oil-producing countries, according to AP, and called on them to pump more oil to meet the high demand. OPEC said it is planning on sticking to a more cautious increase in supply.

Nationally, gas prices soared to a seven-year high, reaching a nationwide average of \$3.42 as of Tuesday, according to AAA.

That's 16 cents higher than a month ago, or \$1.31 more than a year ago, and 80 cents more than in 2019, according to AAA.

Michigan experienced the largest weekly increase in gas prices at an additional 16 cents a gallon, followed by Ohio (+14 cents), Indiana (+11 cents), Arizona (+7 cents), New Mexico (+5 cents), Illinois (+5 cents), Minnesota (+3 cents), Oklahoma (+3 cents), New Hampshire (+3 cents) and Texas (+2 cents).

But some possible good news: Daylight saving time may reduce gas demand, relieving some of the soaring gas prices.



A customer fuels up a vehicle on M-59 in Waterford on Tuesday. Gas prices are starting to rise again right as people prepare for the Thanksgiving and Christmas holiday seasons. ERIC SEALS/DETROIT FREE PRESS



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# Obituaries

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**Frederick Gaiser**

Frederick R. Gaiser. September 19, 2021. Age 94. Born January 31, 1927 to Carl and Lottie in East Detroit, Michigan. He proudly served his country in the U.S. Army Pacific Theater during WWII where he was honorably discharged. He married Dolores in 1958 and they celebrated 63 years together. Frederick was a brick layer/mason by trade and finished his working years as a maintenance engineer in the Cherry Hill District. He loved sports, even playing minor league baseball in his early years. He was also a friend to animals having many beloved pets over the years. Frederick was very dearly loved and will be deeply missed by Dolores, his nieces, nephews, family member and friends.



**Wendy Rogers**

Wendy Rogers, formerly of Dundee, MI, passed away on October 19, 2021. Beloved daughter of Bert and Donna (Whitton) Miller. Cherish mother of Latonya Scott (Edward Carter), Autumn Rogers, and Hunter Rogers. Adoring grandmother of Elijah Chaney, Micah Chaney, and Ontae Chaney. Honored sister of Brien Miller, Carrie Southwell (George), and twin sister Cindy Robb (Doug). Wendy is also survived by a host of loving nieces and nephews and many other cherished friends. A private memorial will be held at noon Sunday, November 14, 2021 at Fellows Creek Banquet facility 2936 S. Lotz Rd., Canton, MI 48188.

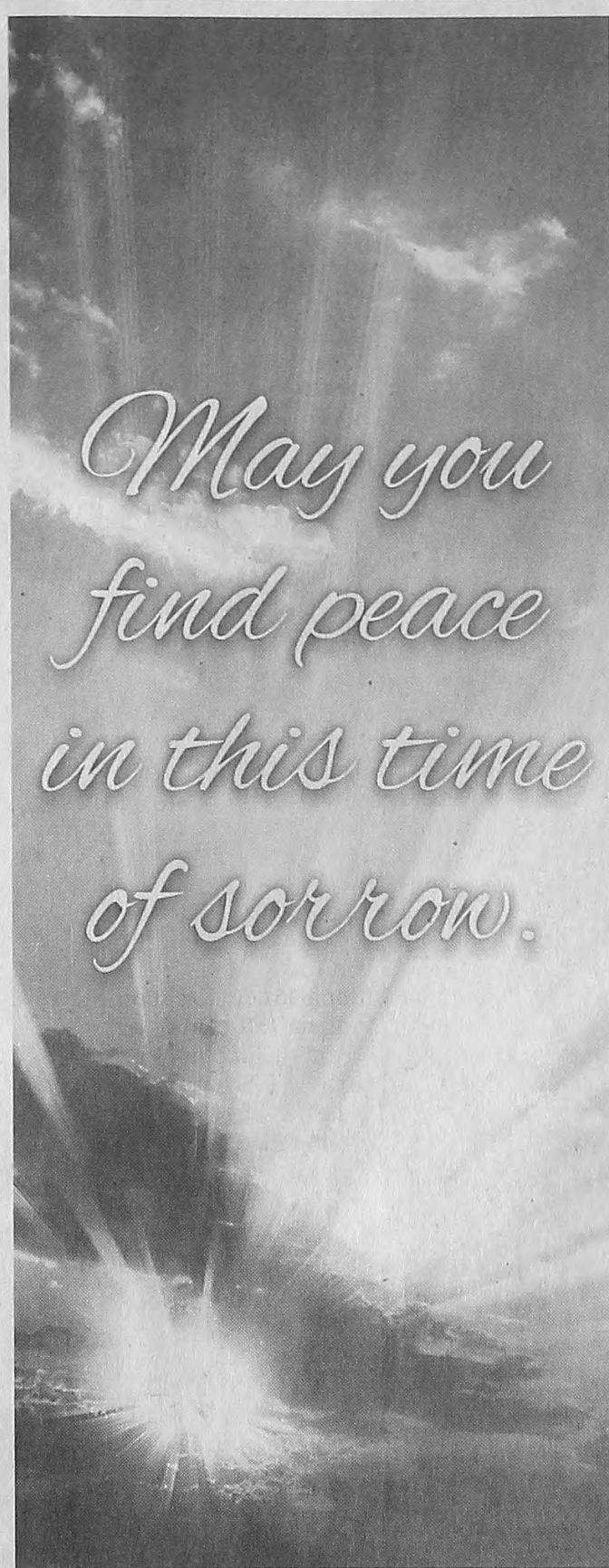


**Joan M. Somjak**

GARDEN CITY - Joan M. Somjak Age 87 Beloved wife of the late John R. (Bob). Loving mother to Valerie (John) Car, John (Debbie) Somjak, Steve (Beth) Somjak, and Elaine (Scott) Rose. Wonderful grandmother to Andrew (Aubrey) Somjak, Ashley and Stephanie Somjak, Amanda (Hiram) Matos, Alissa (Caleb) Sprinkle, Matthew Somjak, Lisa (Johnny) Poole, Joanna Joy Car, Brian, Denise, Danielle and Nickolas Rose. Great-grandmother to Cordelia, Nathanael and Josiah Somjak. Loving sister-in-law to Agnes Turchan and dear long-time neighbors and friends to Frank and Barbara Rouland. Honorary "adopted" parent (along with her husband) to Sister Chilee. Wonderful aunt and friend to so many (you know who you are). Visitation Friday, November 19, 2021, 4-8pm with the Funeral Service Saturday, November 20, 2021, 11:30am at the John N. Santeiu & Son Funeral Home, 1139 Inkster Road, Garden City (Between Ford Road and Cherry Hill). [www.santeiufuneralhome.com](http://www.santeiufuneralhome.com)



*May you find loving comfort in your time of loss.*



*May you find peace in this time of sorrow.*

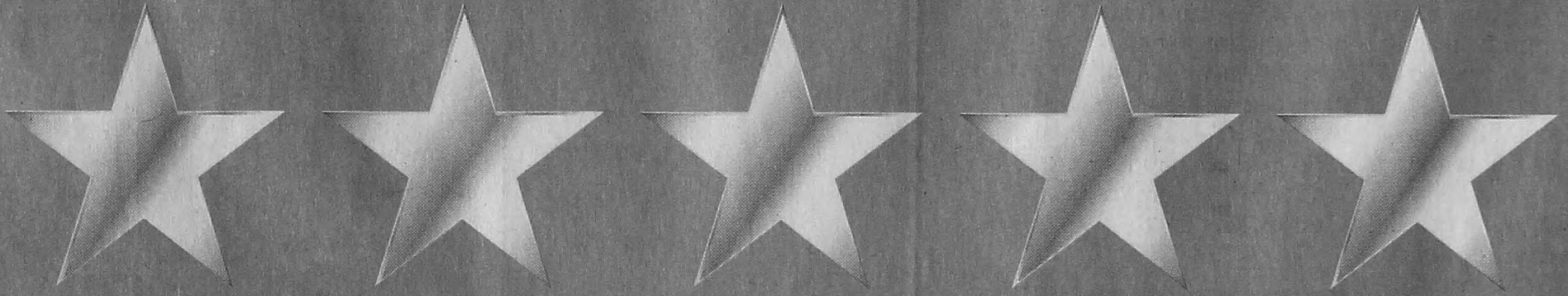
Even if you know what's coming, you're never prepared for how it feels.

~Natalie Standiford

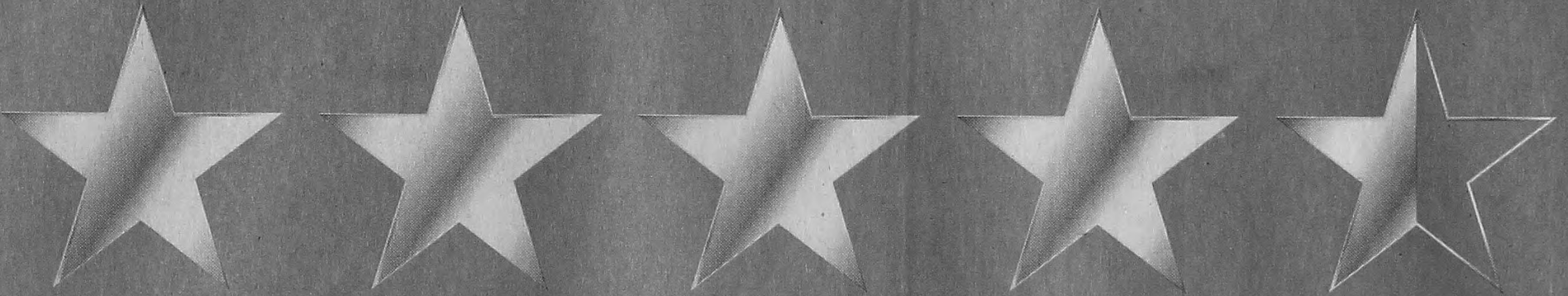
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To receive information about your Medicare options, visit **[bcbsmplan.com/stars](https://bcbsmplan.com/stars)**

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# SPORTS

## SOCCER

# Warriors' comeback kids can't pull off another upset in state final

Brandon Folsom [Hometownlife.com](http://Hometownlife.com)  
USA TODAY NETWORK - MICHIGAN

Captain Phillip Chumiecki collapsed in the north end zone of Panther Stadium.

Then the Brother Rice junior sprawled on his back and folded the

front of his uniform over his face.

And then he slammed the palms of his hands on the surface of Comstock Park's turf.

Defeat.

The Warriors had put together cardiac comeback after cardiac comeback leading up to Saturday's Division 2 boys

soccer state championship against Grand Rapids Christian.

It was Liam Heming and Giuliano Denipote who willed them to an overtime win in the regional final.

And it was Chumiecki who booted in the dagger in penalty kicks that ensured them a state-semifinal victory.

Not this time. The comeback never came.

It was the Eagles (17-7-2) who started celebrating with their student section as the public-address announcer counted down the final 10 seconds of their 2-1

See **SOCCER**, Page 2B

## VOLLEYBALL

# 'We're not letting go easily'

## No. 1 Mustangs resilient in regional win

Brandon Folsom [Hometownlife.com](http://Hometownlife.com)  
USA TODAY NETWORK - MICHIGAN

They strolled in wearing three-piece suits, designer ties and freshly-shined shoes.

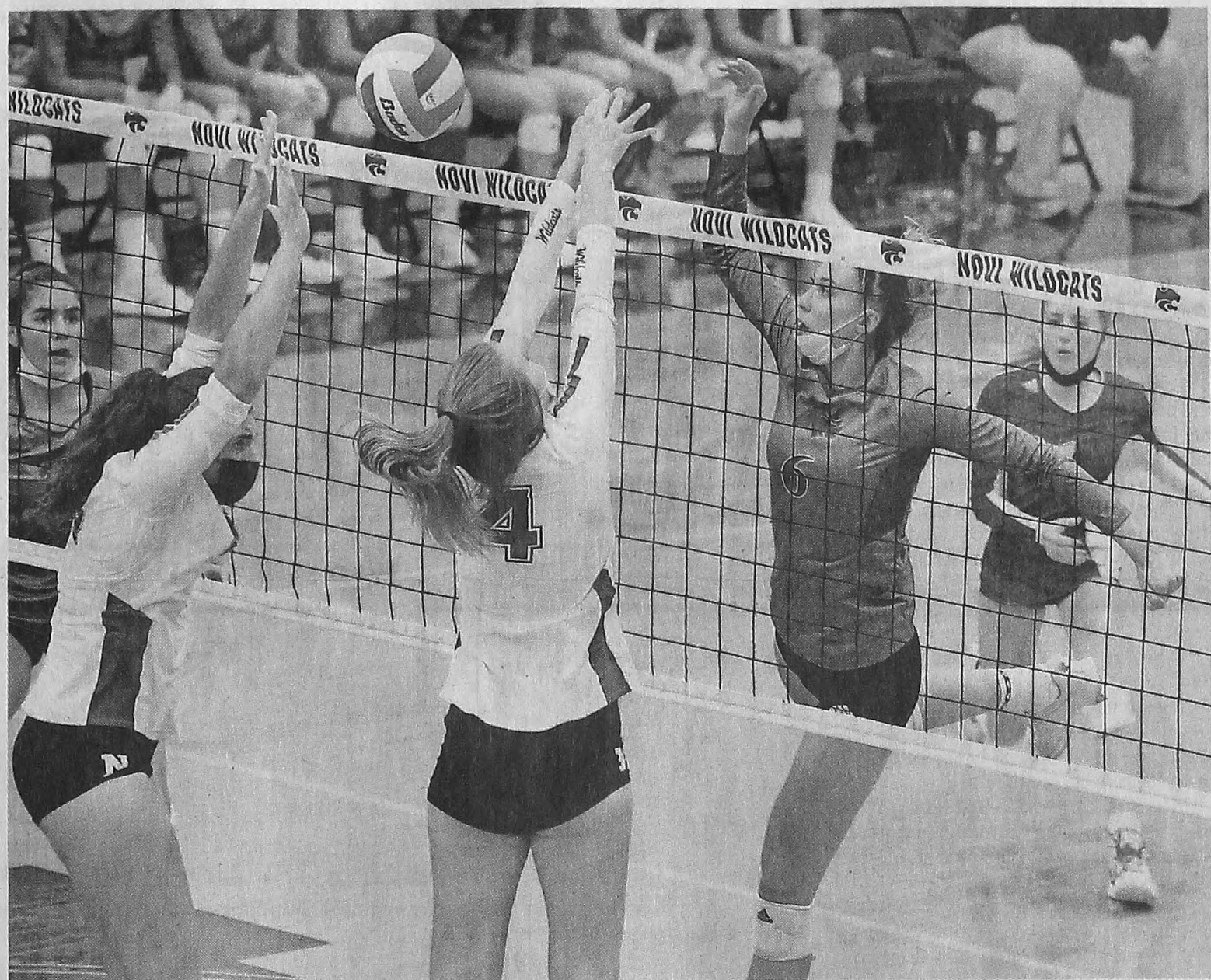
Some unfortunate ones wore ill-fitting sports jackets, and one guy even carried a black leather briefcase.

Novi's volleyball Twitter account stated the theme for Tuesday's Division 1 regional semifinal was "strictly business," and the student section was certainly dressed to the nines.

But, judging by the 3-1 victory for No. 1 Bloomfield Hills Marian, it was more of a business trip for the casually dressed Mustangs.

The defending state champions were playing for their second regional title (after print deadline) in as many years after having no trouble beating the Wildcats 25-15, 25-14 and 25-9 in the first, second and fourth sets, respectively.

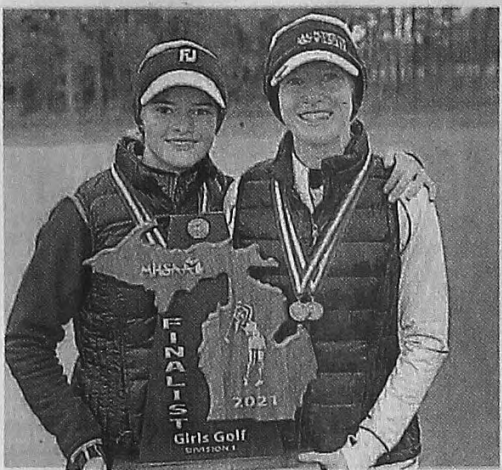
But that's not what anyone was talking about after the game. Everyone, including a mob of reporters surrounding coach Mayssa Cook, wanted to hear the



Bloomfield Hills Marian's Sarah Sylvester tips the ball during the Division 1 volleyball regional semifinal on Tuesday, Nov. 9, at Novi. Novi put up a fight, winning a set, but Marian prevailed. TOM BEAUDOIN/SPECIAL TO HOMETOWNLIFE.COM

See **VOLLEYBALL**, Page 3B

## Plymouth's Bridget Boczar wins Michigan's Miss Golf award



Plymouth sisters Bridget and Grace Boczar celebrate their team's runner-up finish at the Division 1 girls golf state final on Oct. 16, 2021, at Grand Valley State. COURTESY PHOTO

Brandon Folsom [Hometownlife.com](http://Hometownlife.com)  
USA TODAY NETWORK - MICHIGAN

Bridget and Grace Boczar might not be celebrating today had they not called their brother Jack on Oct. 14.

The Michigan Interscholastic Golf Coaches Association named Bridget its 2021 Miss Golf Nov. 4, the highest achievement a high school golfer can win in the state.

Bridget and Grace, twin sisters on Plymouth's state runner-up team this year, put together a one-two finish during the Division 1 state championship Oct. 15-16 at The Meadows at Grand Valley State University.

Bridget carded rounds of 74 and 69 for a two-day score of 143, good enough to make her the individual state cham-

pion. Grace scored a pair of 72s to finish just one stroke behind her sister.

So what's all this have to do with their brother?

Jack Boczar was almost a state champion himself on the same course in 2016.

His two-day 143 tied him for first place with Battle Creek Lakeview's Andrew Walker, who ultimately beat Jack in a one-hole playoff. Jack settled for second place individually.

Bridget and Grace made sure to call their brother the night before Round 1 of the state final to get advice.

"He explained what to look for on the leader board and how the course played," Bridget said. "He said it's basically anybody's game because we all knew the tournament was going to

come down to the back nine on the last day."

Added Grace: "He also just hoped for us to play well and to do our best to avenge him."

The twins did just that.

Grace focused on getting up and down because the wind made it tough for her to consistently hit the greens. It was all about staying mentally strong to ensure she finished both rounds only 1-over.

She was especially tested on her final hole during Round 2.


"No. 18, that entire hole, was kind of scary for me," she said of the 392-yard par 4. "It was very awkward because I didn't have a club for that exact distance

See **BOCZARS**, Page 4B

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Brother Rice's Josh Copeland (left) pushes the possession past Grand Rapids Christian's Benjamin Kuiper during the Division 2 boys soccer state final on Saturday, Nov. 5 at Comstock Park. PHOTOS BY BRANDON FOLSOM/HOMETOWNLIFE.COM

## Soccer

Continued from Page 1B

victory over Brother Rice.

Shortly after the GRC's impromptu party, Enzo Bordogna walked over to Chumiecki, who managed to finally sit upright in the black-and-gold-colored end zone.

Bordogna slapped his teammate on the back and extended an arm to pull up his fellow captain, and then the two rejoined the rest of the Warriors at mid-field for the trophy ceremony.

"They're (GRC) a good team," Brother Rice coach Danny Price said. "Take nothing away from them. To take them all the way (from a 2-0 deficit) and almost get back on terms was a proud moment."

"They've done themselves proud today."

The win marked the third state championship for GRC, which pushed in a pair of easy goals throughout a 10-minute span of the first half.

First, it was Hans Pruis, who, after a brief scrum in front of Brother Rice goalie Henry Allen (six saves), found himself with an open net. So open, in fact, the forward gave the ball a baby tap to ensure he didn't miss the gimme-goal.

Just over 10 minutes later, Benjamin Kuiper sailed in a goal off a one-time pass about 15 yards out.

"We made silly errors in the first half," Price said of the Warriors' 2-0 hole. "It just wasn't our day."

Brother Rice regrouped during the intermission, and its offense started the second half playing inspired.

The Warriors (10-7-4) controlled the attack for most of the 40 minutes. The ball hardly left GRC's defensive third.

With just under 14 minutes left, Romas Mitrius finally put Brother Rice on the scoreboard.

"When the ball was crossed in, I just knew I wanted it," the senior forward said of his goal scored from about 20 yards out. "I just made sure I got a firm foot on it, and it went in the top corner."

"It was really amazing for the team just to know that we had a chance still. It wasn't over for us. We were going to fight through until the last second."

And the Warriors did, sending run after run toward GRC goalie Alexander Scofield, who stopped nine shots.

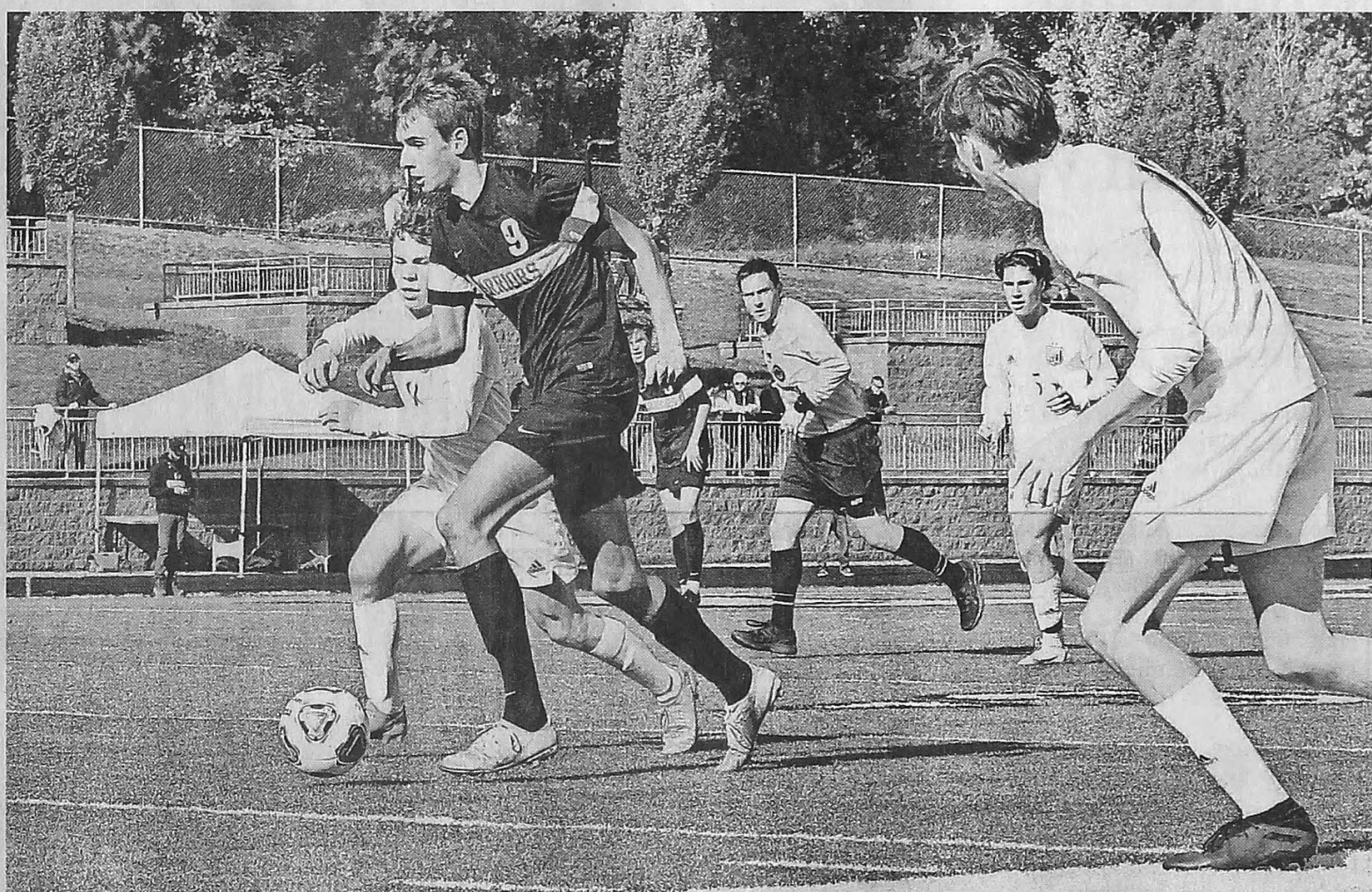
During an injury timeout in the waning moments, Brother Rice took the opportunity to huddle up around Allen and offer each other encouragement.

"We got this," Mitrius said everyone was saying. "This is not over. The equalizer was coming."

Brother Rice pushed hard to make it a 2-2 score. It just couldn't convert on its handful of late-game chances like it had been doing all postseason.

"That's just been our games, really," Price said. "We battle DeWitt on Wednesday in the semifinal and just couldn't get the goal before the penalty shootout. We done that again today. The second half, we fully deserved to get back on terms and see if we could go win the game, and it just wasn't our day."

Added Mitrius: "It's absolutely brutal."



Brother Rice's Romas Mitrius pushes the ball past Grand Rapids Christian's Grant Hassenrik during the Division 2 boys soccer state final on Saturday, Nov. 5.



Brother Rice's Enzo Bordogna (right) wins possession from Grand Rapids Christian's Nicholas Cassidy (left) and Jonathan Clarkin (middle) during the Division 2 boys soccer state final.

The loss didn't diminish what Brother Rice has accomplished, though, winning district and regional titles and making its first state final appearance since 2009.

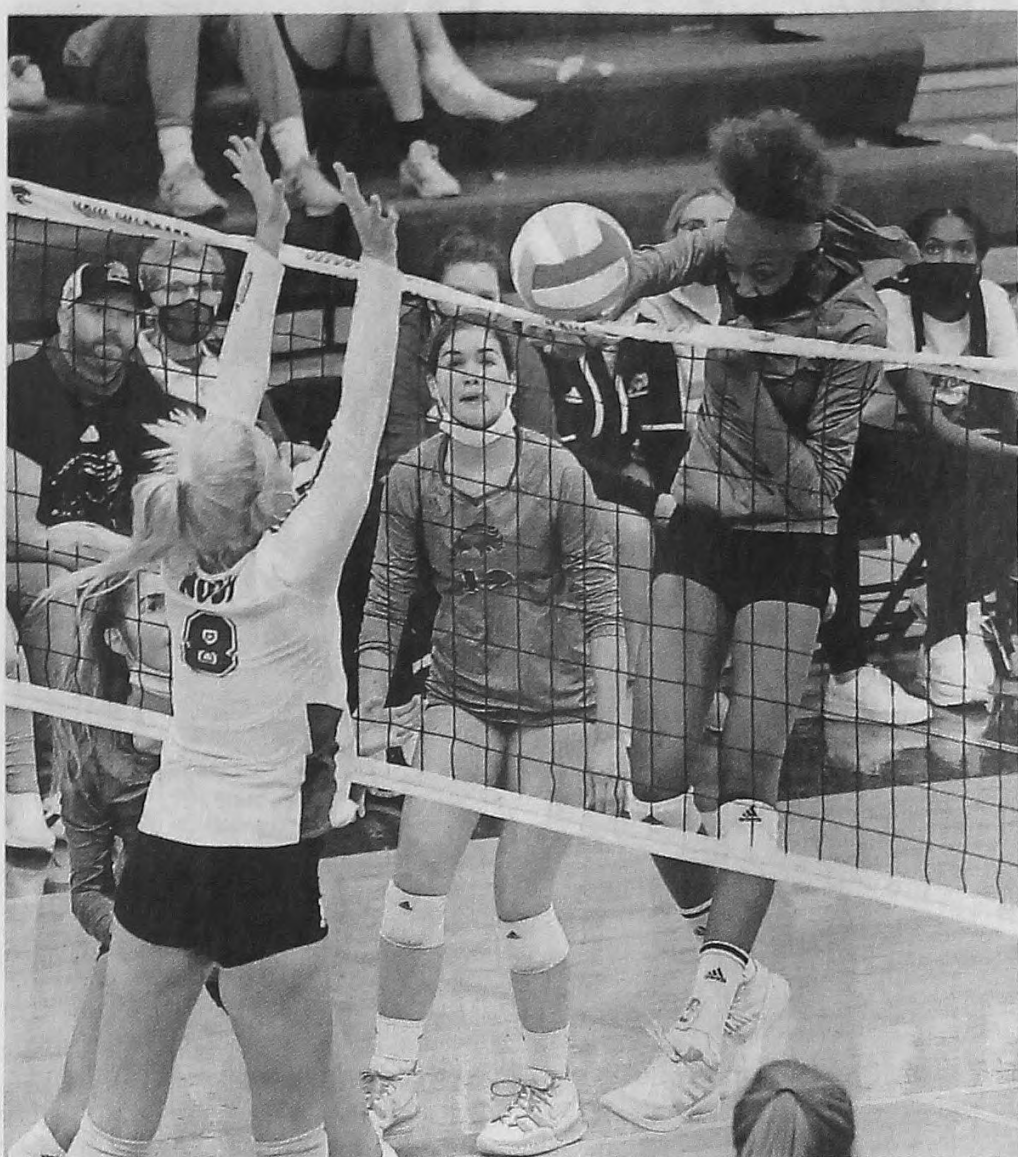
Price wanted the Warriors to win their third state championship in six finals appearances. Instead, he said he's

happy to settle for the respect Brother Rice garnered by making a state final in only his third season as coach.

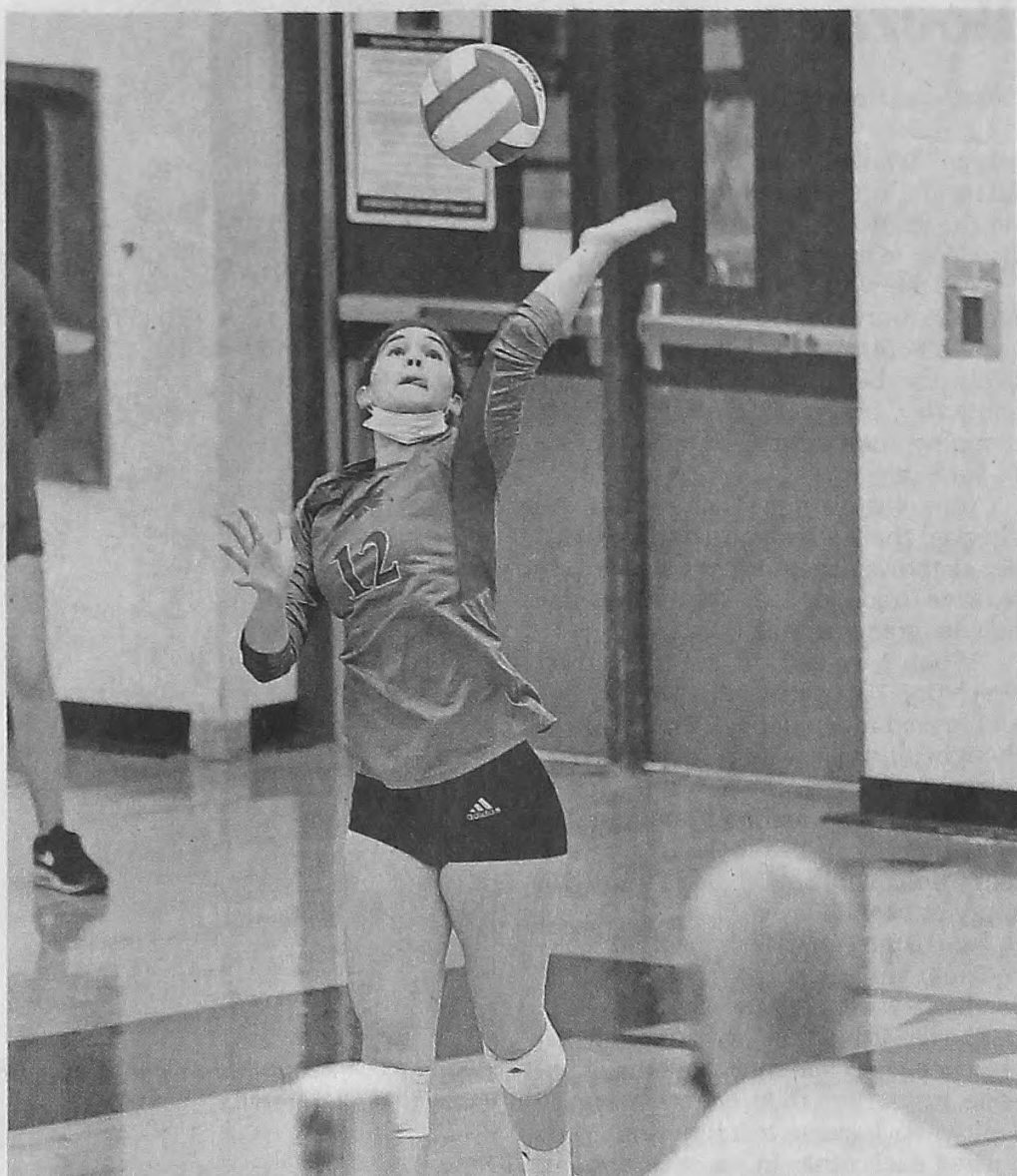
"Putting the school back on the map, in a soccer sense, not a lot of people, including the press, were not thinking about Brother Rice early on in the season," he said. "And rightfully so. The last

7 or 8 years, it hasn't been great here. But there's so much to be proud of. ... Everything we've done this season has been positive."

Brandon Folsom covers high school sports in metro Detroit for Hometown Life. Follow him on Twitter @folsombrandonj.



Marian's Janiah Jones goes for a kill during the Division 1 volleyball regional semifinal on Tuesday, Nov. 9 at Novi. PHOTOS BY TOM BEAUDOIN/SPECIAL TO HOMETOWNLIFE.COM



Marian's Ella Schomer serves the ball during the Division 1 volleyball regional semifinal at Novi.

## Volleyball

Continued from Page 1B

fourth-year coach's thoughts on that 25-21 loss to Novi in the fourth set.

It was only the third set the Mustangs lost this season. And it was the first set they've dropped in the postseason since their state semifinal game against Clarkston on Jan. 15 last season.

"Marian dropping a set? That must be a down night, right?"

"You're saying that. I wasn't thinking about it like that," Cook said while smiling at the Oakland County reporter who asked that question. "We never underestimate any opponent, for sure. I know we allowed them to take us away from playing our game, but I know if we play our

game, we don't drop a set, even against a top-10 team."

It's not just the loss that had everyone chatting like a business Zoom meeting afterward.

It was how Marian just wouldn't lay down, die and start fresh in the fourth set to ensure the victory.

No, the Mustangs fought back and almost pulled off the inconceivable.

The ninth-ranked Wildcats opened the set up 9-4 before Cook called her first timeout of the night. Novi pushed its lead to 10 points. Surely, the Wildcats were going to run away with the easy win, right?

Senior Ava Brizard came up with kill after kill and left-handed opposite hitter Ella Schoemer was a point-collecting machine. The junior pushed balls into openings on Novi's side. She blasted kills. She came up with a pair of tips. She

even helped middle hitter Sarah Sylvester record one of the senior's three blocks down the stretch.

"It's good. It's waking us up a little bit. I like how we responded," Cook said. "We can play like garbage in that third set, and we can come back and be ourselves again. We had a nice run that gave us momentum going into that fourth set. ... It was great to see us battle and go back to playing our style of volleyball."

Sylvester and Sophie Treder combined for a block that trimmed their deficit to just four points. Then back-to-back Brizard slams made it a three-point hole, forcing the Wildcats to call timeout and regroup.

Novi held match point for four consecutive serves. The comeback fell short with a Treder serve landing just short.

Most of the Mustangs returned to the

bench with smiles. That rally was something they knew they could build off. It showed their resilience. It proved they're truly never down-and-out in the playoffs.

"It was tough, for sure," said Brizard, a 6-foot-1 outside hitter. "We haven't dropped that many sets this year, so dropping a set was definitely tough, but it taught us a lot about our resilience and how much grit we need to take going into this tournament. Everyone is going to play like we're 0-0. It just teaches us that we need to work hard during every single point of every single set and just never give up."

When Novi grabbed a 17-7 lead, Marian never doubted itself.

"Honestly, Coach Mayssa was like,

See VOLLEYBALL, Page 4B

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# Boczers

Continued from Page 1B

where I wanted to land it. I had to pay attention to the wind. We had heather on the right- and left-hand sides. That hole was tough for me.”

Bridget, who had never finished better than fourth individually at a tournament before winning the state final, had likely the best round of her life that same day, especially when it came to chipping and pitching. She even had a 15-yard chip-in on No. 12.

After she finished her round, she checked the leader board and saw that her sister was about to putt for par. She realized Grace needed to birdie that final hole to force a playoff.

“When I walked off the 18th green, coach Dan Young came up to me smiling and looked really happy,” Grace said. “I thought I had won it, but then Bridget came up to me and said, ‘I gotcha by one.’ I was both sad and happy at the same time. I was disappointed in myself that I didn’t win, but I couldn’t be mad or angry at how I played.”

“We had a great week together.”

The twins will play for Oakland University next school year.

They both likely could have landed at bigger colleges had they gone their separate ways. But they were a package deal when it came to recruiting. They pushed each other in practice and out on the course, so they wanted to make sure they’d be there for each other in college, too.

That’s why winning Miss Golf isn’t an individual award for Bridget. She need-



Plymouth’s girls golf team celebrates finishing as the Division 1 state runner-ups during October’s championship at Grand Valley State University. COURTESY PHOTO

ed her sisters help to get there.

“An amazing feat,” Young said. “Bridget and Grace Boczar, seniors and twin sisters, go one-two in the golf state championship. Most people won’t real-

ize how hard that is to do, playing in the biggest event of their career, for 36 holes, on a very difficult course in the cold, rain and wind. On top of that is the history of their brother, Jack, finishing

second for the state title in 2016 in a playoff on the same course.

“An amazing accomplishment. Bridget and Grace Boczar earned it, and they most definitely deserved it.”

# Volleyball

Continued from Page 3B

‘We’re not down by *that* much. We’re still in this game. It’s still early in this game, and we have time to make it up. Let’s get some momentum. Go out there, make some clean plays and we’ll get there,’ Brizard said.

Added Schoemer: “That was definitely the feeling of ‘We own this court, even though we are here on their own court. We need to take them down. We’re going to show them who’s boss.’ Starting that

third set, we wanted it to be a last-match mentality. We’re not letting go easily. We’re not going to give them a chance so easily. We’re just going to squish them.”

The back-and-forth for both teams made Novi coach Kacy Byron feel like she was back in her playing days. She said she even felt really sweaty coaching each point.

“I thought they made some outstanding plays. I thought we made some outstanding plays,” she said. “To go out like we did, taking a set away from them when they’ve only lost two other sets the whole season, that’s pretty special. I know the record doesn’t reflect what we

wanted it to, but I think the girls learned a life lesson to never give up and to give it their all and good things will come your way.”

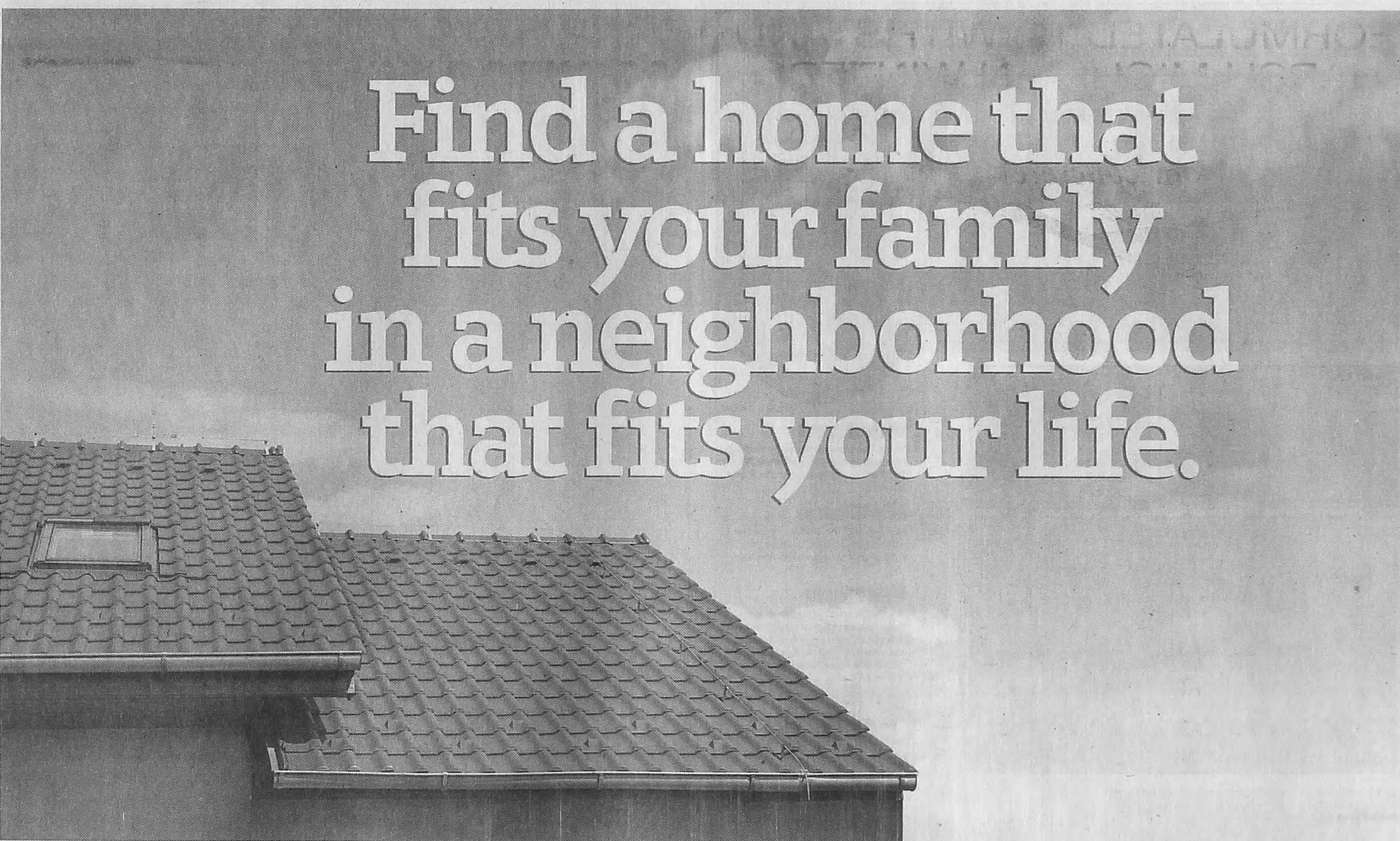
Only three wins, including Thursday’s regional finals, stood in Marian’s way of getting back to the state finals.

It faced a Lake Orion team that came back from a 2-1 deficit to beat White Lake Lakeland 3-2 in the other regional semifinal played Tuesday at Novi.

After knotting the score at 2 games apiece, Lake Orion separated midway through the tiebreaking fifth set. Nina Horning slammed down the final point to ensure a 15-8 win.

Marian should have no trouble advancing to the state quarterfinal. But if they find themselves facing adversity at any time, now they have the experience of digging themselves out of a hole, even if they didn’t fully pull it off against Novi.

“Coming into a match like this, it gives us a sense that there is no losing,” Schoemer said. “We don’t have that option anymore. Especially coming from D-1 champs last year, even dropping a set at this point, we’re thinking no. That’s not how we’re feeling anymore. We’re so close together at this point that we all trust each other, and we know that the ball won’t drop anymore.”



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# Twitter Blue hits US, allows customization for subscribers

Terry Collins  
USA TODAY

After a year of rumors, waiting and wondering, Twitter is finally launching Blue, a monthly subscription service, in the U.S.

The \$2.99 premium service debuted Tuesday on the social media platform provides more customization features including "undo tweets" and a mode that makes reading those long threads of tweets way easier to follow.

"This is just the beginning of the journey, as we think about what's ahead" creating new features that "power users" want, said Sara Beykpour, Twitter's senior director of product management, during a briefing with reporters on Monday.

The arrival of Blue now in the U.S. (and also in New Zealand for \$4.49 a month) comes after Twitter tested the premium service in Canada and Australia in June, as the platform continues seeking new lines of revenue. Twitter did not disclose how many Blue subscribers it has.

Within the last year, Twitter has introduced features including Spaces, a response to audio chat hit Clubhouse; Tips, which lets users send money directly to their favorite accounts; and Fleets, where users can share text, photos and videos that disappear in 24 hours, similar to Snapchat.

"We're improving personalization, facilitating conversation, delivering relevant news, and finding new ways to help people get paid on Twitter," CEO Jack Dorsey said in a statement when announcing the company's third-quarter earnings on Oct. 26. With 211 million daily average users, Twitter reported revenue growth of 37% from a year earlier to \$1.284 billion.

"This is the greatest opportunity for us in terms of relevance and that drives everything from growth and usage but also to our advertising business," said Dorsey during his earnings call with analysts last month.

Even with all of the alternative reve-



"Undo tweet" is one feature of the Twitter Blue subscription service now offered in the U.S. PROVIDED BY TWITTER

nue streams that Twitter is experimenting with, subscriptions are the one that shows the most promise, said Jasmine Enberg, a senior analyst at research firm eMarketer/Insider Intelligence.

"Subscriptions are a good match for Twitter's use cases, mainly news and current events, and its highly engaged power user base will likely appreciate features that help them organize and follow conversations more easily," Enberg said. "Twitter's value proposition is different from the other major social platforms, so a service like Twitter Blue may be a harder sell elsewhere."

"That said, all of the social platforms are working on ways to augment their ads businesses."

Speaking of ads, Twitter said Blue subscribers also will have ad-free services when visiting select news sites including USA TODAY, The Washington Post, The Atlantic, Rolling Stone, and

The Hollywood Reporter, among its publishing partners.

Tony Haile, Twitter's senior director of product, told reporters as part of the ongoing "commitment to strengthen and support publishers and a free press," a portion of the revenue from Twitter Blue subscription fees will go directly to publishers within its network.

"Our goal is to help each publishing partner make 50% more per person than they would've made from serving ads to that person," Haile said. "A better experience for readers - and more support for the journalism they care about."

Caroline Harris, vice president of digital distribution at Gannett, the parent company of USA TODAY, shares a similar sentiment.

"We at USA TODAY believe in the importance of evolving access to quality journalism for readers, and innovating to meet audiences' preferences," Harris

said in a statement. "Therefore, we're excited to expand our partnership with Twitter and offer our brand and content on Twitter Blue."

While subscriptions are one way that Twitter is attempting to diversify its revenue streams, "advertising will remain its core source of revenue for the foreseeable future," Enberg said.

"We expect Twitter's net U.S. ad revenues, after traffic acquisition costs, to rise by 38.5% to \$2.35 billion in 2021," Enberg added.

Other key features of Twitter Blue include:

**Access to Twitter Blue Labs** lets subscribers test out and share their thoughts on new features before they're available to all users. For example, subscribers can upload and tweet videos for up to 10 minutes when they post from twitter.com.

**Bookmark Folders** lets subscribers organize the Tweets they saved by allowing them "manage content so when you need it, you can find it easily and efficiently," Twitter said.

**Undo Tweet** allows subscribers to set a customizable timer of up to 30 seconds to click 'Undo' before the Tweet, reply, or thread they sent posts to their timeline. "Correct mistakes easily by previewing what your Tweet will look like before the world can see it," Twitter said.

**Top Articles** lets subscribers see the most-shared articles among who they follow think are important in the last 24 hours. This gives subscribers a new and complementary way of catching up on the latest on Twitter.

Twitter said additional Blue features include customizable app icons for a user's home screen on their device, color themes for the Twitter app, and access to dedicated subscription customer support.

And Twitter said it is introducing "Custom Navigation," as subscribers can choose what appears in their navigation bar to quickly access "the Twitter destinations they care about most."

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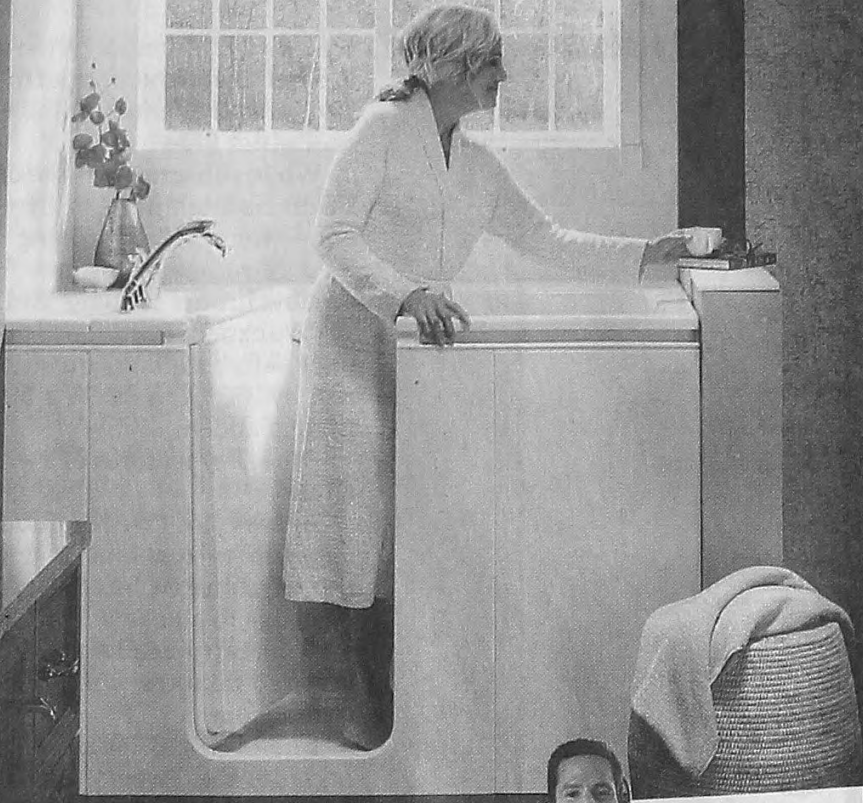
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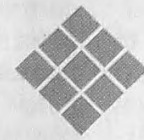
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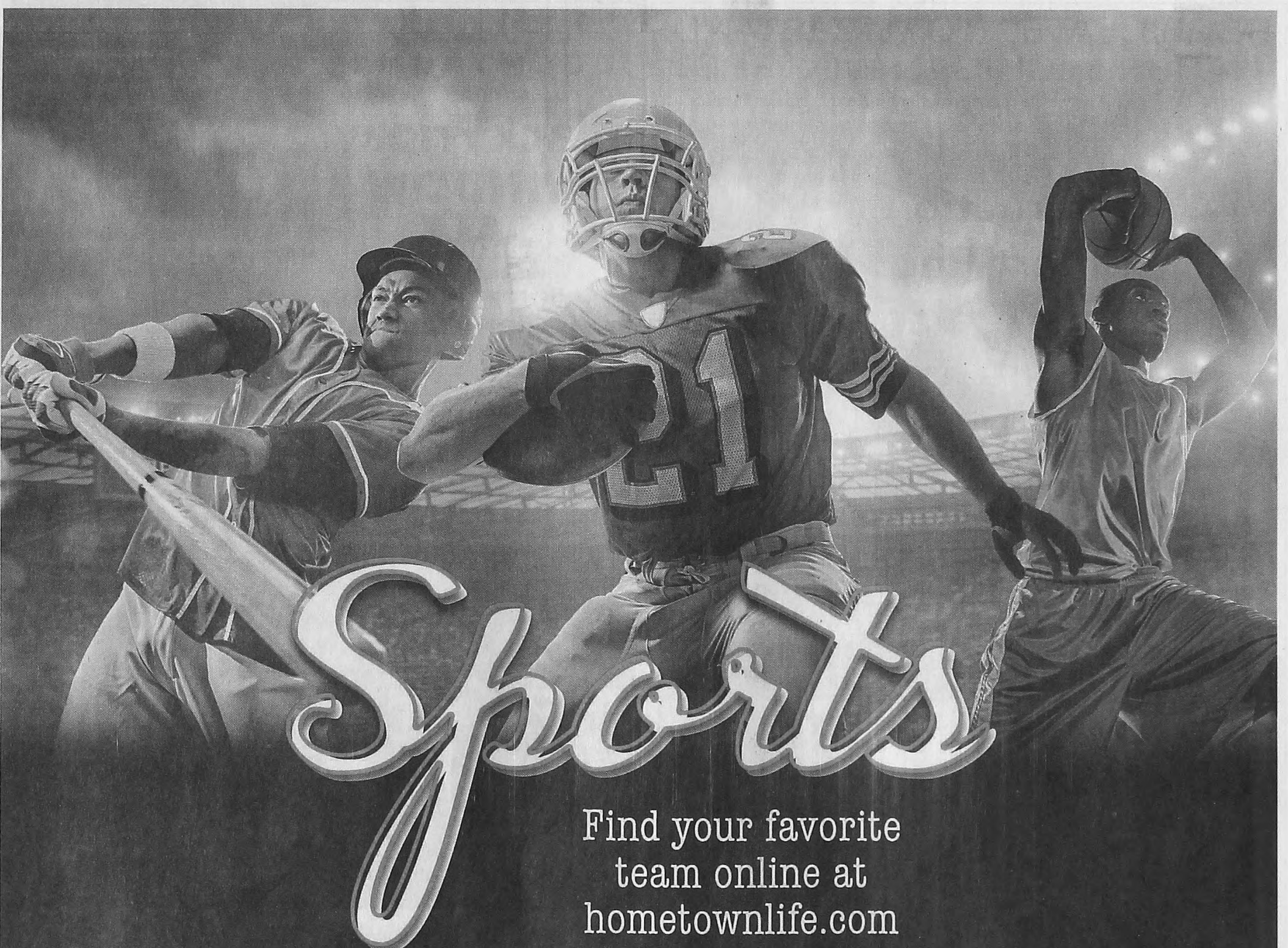
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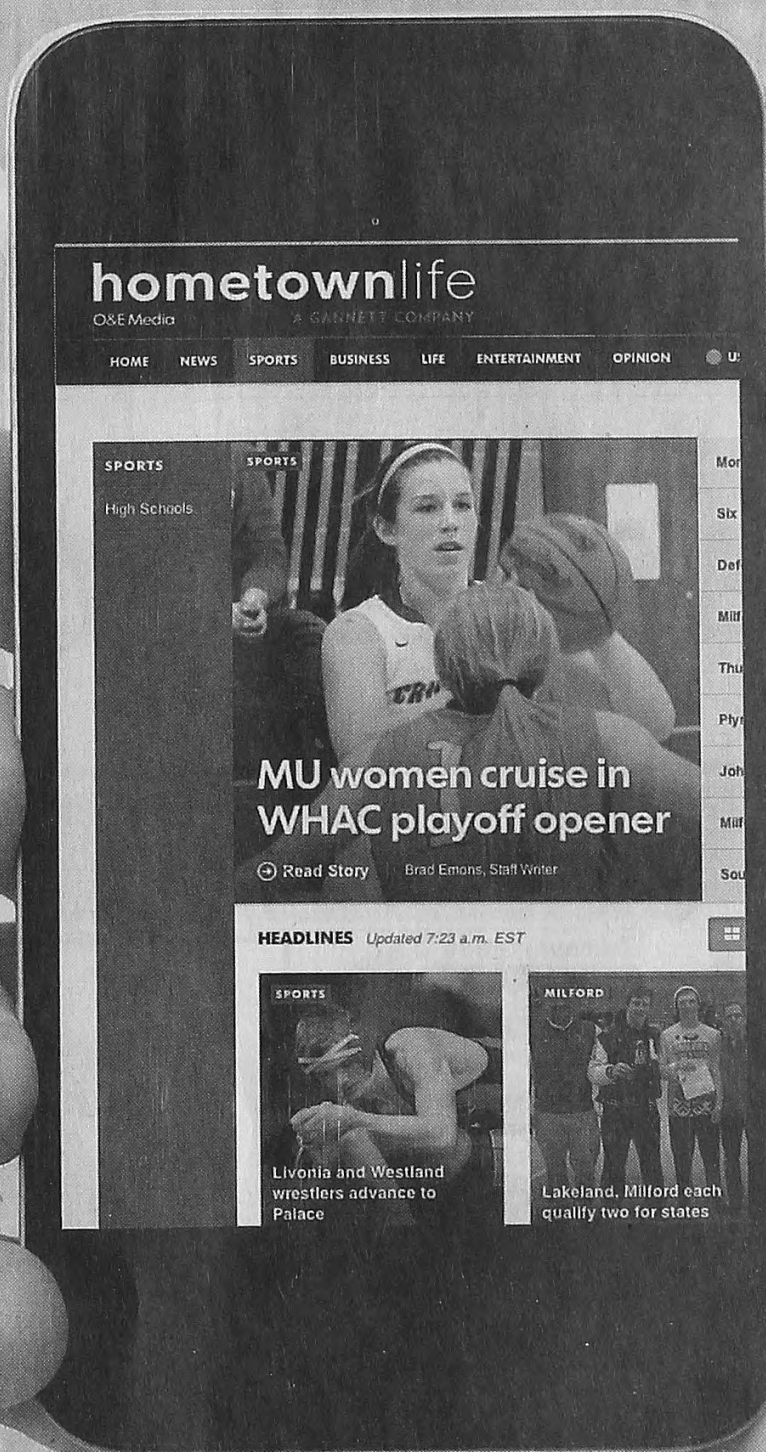
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# These Companies are Letting Employees Work From Home...For a Price

By ZipRecruiter.com

For many businesses, especially tech companies, the shift to work-from-home has been a successful one. So much so, that many are moving to offer it as a long-term option to their employees.

As each company figures out how to handle a workforce that is spread across the country, or possibly the world, the question of how employee salaries will be determined has become a hot-button issue. According to a recent survey, almost a quarter of workers said they would be willing to take a 15% pay cut to work remotely.

Some companies are putting that to the test.

Here is a roundup of where some companies stand:

## Companies Cutting Employee Compensation

**Google**  
In one of the biggest cases of companies cutting salaries to align with local standards, Google shared an internal calculator showing what changes in compensation would be if workers choose not to come into the office. For some, the pay change was as large as 25%. Sundar Pichai, CEO of Google and its parent company Alphabet, explained in a blog post, "Whether you choose to transfer to a different office or opt for completely remote work, your compensation will be adjusted according to your new location."

A spokesperson elaborated on the

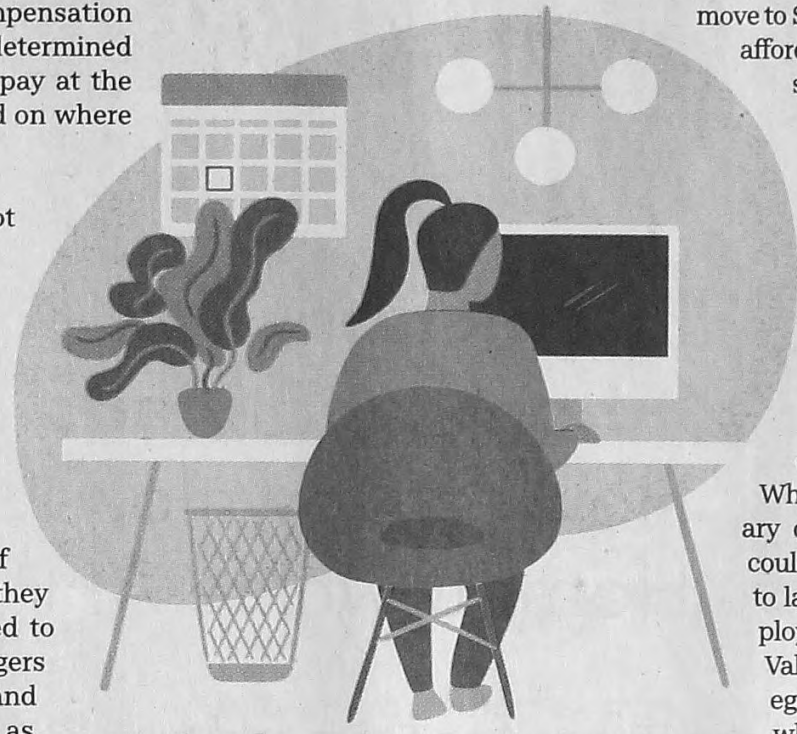
reasoning, saying, "Our compensation packages have always been determined by location, and we always pay at the top of the local market based on where an employee works from."

## Microsoft

While Microsoft did not make any public statements, The Verge reported that employees who choose to remain remote would see changes in compensation and benefits based on an internally-determined geoscale. On the company's blog, Katherine Hogan, EVP and Chief People Officer, wrote that they would share guidance related to work location, "for managers and employees to discuss and address considerations such as role requirements, personal tax, salary, expenses, etc."

## Stripe

The highest valued startup in the U.S. took a different approach to reducing salaries. In September 2020, Stripe offered to pay employees \$20,000 to move out of San Francisco, New York, or Seattle in exchange for a 10% salary drop. John Collison, Stripe's Co-founder and President, told Bloomberg that employees were interested. He explained, "We saw pretty major uptake. There were a lot of people where they took advantage of all the remote working that was going on last year to be able to move to be closer to their families, to somewhere they wanted to move previously."



move to San Francisco anymore, no one can afford to live in San Francisco anymore, so they're hiring people all over the country, all over the world."

## VMware

In September 2020, VMware's SVP of Human Resources, Rich Lang, told Bloomberg that the company would adjust salaries based on the cost of labor in different regions, as well as what is competitive against other companies in the market. While some employees will see salary decreases, he noted that others could see them go up if they move to larger, more expensive cities. Employees shared that leaving Silicon Valley for Los Angeles or San Diego would result in an 18% payout, while an 8% drop would be seen by those who relocate to Denver.

## Gitlab

Gitlab was paying salaries based on local rates well before the pandemic. They even have a compensation calculator available to employees based on their values and compensation principles. In a 2019 blog post, their CEO, Sid Sijbrandij, explained that, "If we pay everyone the San Francisco wage for their respective roles, our compensation costs would increase greatly, and we would be forced to hire a lot fewer people. Then we wouldn't be able to produce as much as we would like. And if we started paying everyone the lowest rate possible, we would not be able to retain the people we want to keep."

## Facebook

In May 2021, Facebook CEO, Mark Zuckerberg, said that he anticipated at least 50% of the company's workforce to be remote within the next five to ten years. He saw the change as an opportunity to diversify hiring by bringing on job seekers from different communities. Employees had until January 1, 2021 to decide if they wanted to work remotely at which point, "We'll adjust salary to your location," to fall in line with accounting and tax requirements.

## Twitter

Twitter CEO, Jack Dorsey, shared that pre-pandemic, the company had already been moving towards a remote work option for employees because, "No one wants to

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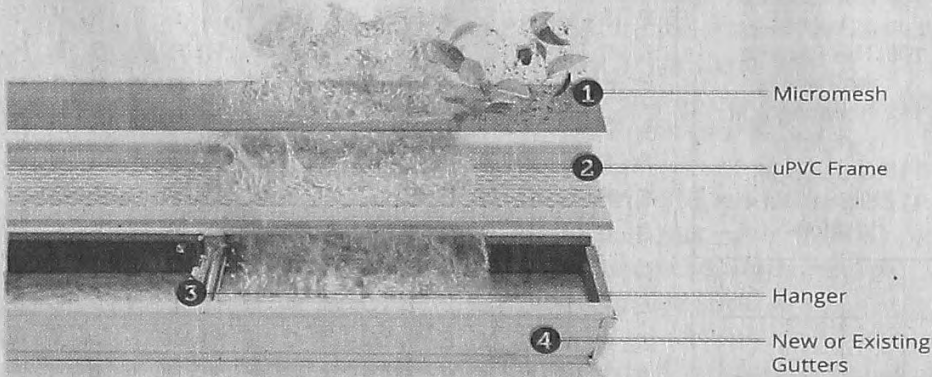
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