

A D V E R T I S I N G S U P P L E M E N T

Healthy communication is the lifeline that binds the relationship between parent and child. From infancy to adulthood, having confidence that both you and your child have an open line your friendship with them. make love stronger. It is hard but it can be done.

🔵 foffilols 🥌

BE AVAILABLE

>> Guidelines for parent-child communication

Being available is not only about providing for the basics. Be present in your child's life; a parent can't be lazy about it. This will nurture have fun doing it because when your kids can always rely on you, it creates that attachment that they will not

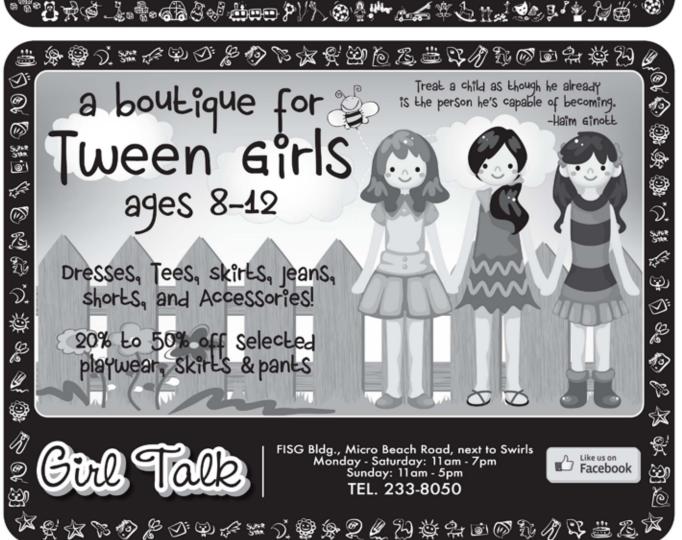


of communication in times of Have them know that you laughter and tears can only have time for them and you

The most precious of all is the gift of time. New\Arrivals talloween ····· Facebook

Monday - Saturday: 9am - 9pm Sunday: 10am - 6pm

TEL. 234-8040



be very tricky. It makes us feel Los Angeles Harbor City College student Brenda Soriano, our circumstances may be, left, converses with her parents keep your child out of it and Edilbertha Martinez and Victor be the better person always. Soriano during dinner in their apartment in Gardena on Sepember 7, 2017.

entitled and selfish. Whatever

Help your children find a hob-

by, a sport, a passion. Create

a routine to help your child

succeed. Your child may not

know it but it can be some-

thing that she/he will like.

When you encourage, you

lift the spirit and confidence

of your child. If, through the

process, they find that a par-

ticular hobby, sport, or pas-

sion is not for them, that's

chance to go and reinforce

them again with other things.

A biblical quote says: "Train

a child in the way he/she

should go, even when he is

it." Be intentional in how you

BE INTENTIONAL

ENCOURAGE

find anywhere else.

HAVE AN OPEN EAR

Parents often have a tendency to be in the "I'm the parent mode" which often results in having a know-it-all mentality. This is the quickest way to shut your child out. As parents, we only want the best for our children and wanting the best for them entails alright. You helped them find listening to them because it out. This gives you another encourages children to open up. This helps your child speak to you without guile.

DO NOT WALK WITH YOUR EMOTIONS

Do not let your emotions dictate how you should treat old he will not depart from your child today. Feeling stressed at work? Are you raise your child. Think of the tired? Did you forget an im- character that you want your portant meeting? Whatever child to have. Guide them circumstance you are going with thoughtful choices and through, do not unload on get them involved. This will your child because they don't nurture healthy communicadeserve it. Our emotions can tion.

Raising resilient and confident kids



oung children who develop strong early relationships with parents, family, friends, and teachers learn how to pay attention, cooperate,

Parenting style and family As your child's first role

Recent research shows that young children who develop GIVE LOVE strong early relationships with Start by saying and showing confident in their ability to ex- communicate with them plore and learn from the world throughout the day.

dynamics and interaction are model, you can send a posithe basic foundations in hon- tive message to them that will ing a child's emotional devel- make them feel they belong and are supported.

parents, family, friends, and that they are loved. Love your teachers learn how to pay at- child and do not be afraid to tention, cooperate, and get show affection. Engage them along with others. They are in sweet talk, touch, hug, and

See RAISING on NEXT Page

By BARBARA QUINN

1 try not to take it personally when my grandkids don't like what I cook. Vegetables? Let's just say-thanks to concerted efforts on the part of mom, grandma's and their excellent preschool staff-these little ones are expanding their nutritional horizons.

Games sometimes work. Frances: "I don't like that, ing to a new study in the

Grammy."

Frances: "I want to try it!" Me: "I'm not sure ... but ...

Frances: "I like it!" What makes some kids pickier eaters than others? One reason may be differences in personality, accord-

RAISING

From Page 18

ENCOURAGE

Support your child when he/ she wants to try new things. Help them focus on their strengths rather than their weaknesses. Assure them that you are happy with all their accomplishments—both big and small.

LET YOUR KIDS SOCIALIZE

Exposure is a good teacher for children who are curious about their surroundings. This is a good time to surround them with good people and make them stay in an environment where they can learn and prosper. Help you children explore the world and the

BE TRANSPARENT

It is okay to show emotions to your children. Share with them when you are happy or sad. This will help them develop empathy, sincerity, sensitivity, and kindness. In the same manner, acknowledge your child's feelings so they don't develop a feeling of repression

ESTABLISH ROUTINES

Help make your child feel se cure and confident about their schedule and surroundings. Be intentional in providing a good, positive emotional surrounding to your child that is conducive to development. If your child trusts and feels secured in his/her surroundings at an early age, then the child will be able to move on to other things like focus and learning. (Bea Cabrera)

Me: "Oh good, because this food is only for grownups. When you get older, you'll reWhen you get older, you'll re-



Customize the flavor of granola bars to suit your tastes - or the tastes of picky eaters.

Journal of Child Psychology. titudes about food, say the eight to 10 offerings before a Researchers observed how authors. 136 infants responded to new foods and new toys your child is less than enduring their first 18 months infants who were reserved

Don't give up just because thusiastic about downing start. Flavors from what a of life. They discovered that his zucchini. Other research mom eats during pregnancy consistently shows that in- and lactation get passed on about new toys also tended fants and children can learn to her baby, says Julie Mento be less accepting of new to accept new foods if their nella, a biopsychologist at outlook. Even if you have to foods. That suggests a link caregivers continue to offer the Monell Chemical Senses between personality and at- them. It may take as many as Center in Philadelphia. So if a chology

child learns to accept certain

And it's never too late to

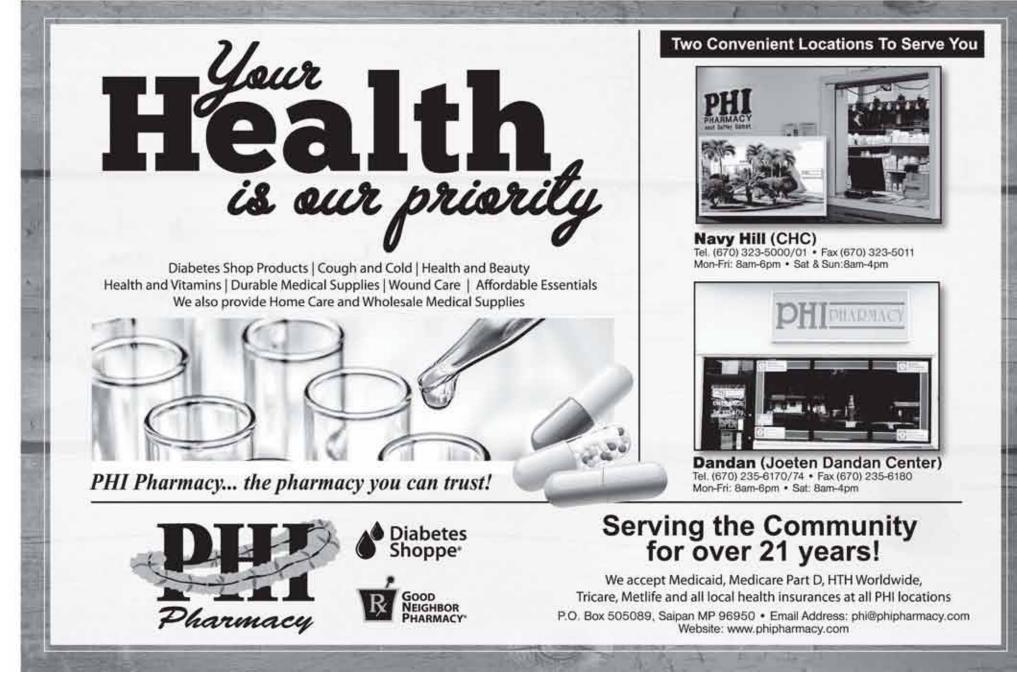
mother eats vegetables during these early years, her infant is familiar with the taste of those foods when they are introduced.

A recent clinical trial conducted by Mennella and her research team found that breastfed infants whose moms drank carrot and other types of vegetable juices were more likely to accept the flavors of these vegetables when they began to eat solid foods. Another bonus: Moms also developed a taste for vegetables during the time they drank the vegetable juices.

Regardless of what tricks we pull to get our kiddos to eat healthier, we should not force food on a child.

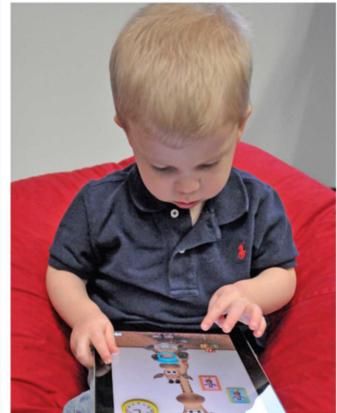
"All young children are more-or-less picky about food," says child feeding expert Ellyn Satter. "They warm up slowly to unfamiliar foods and may have to see, watch you eat, touch or taste a food several times before they learn to like it."

titude about food and your



Kids and tech

SAIPAN TRIBUNE



Children seem more engaged with technology and gadgets and the presence of doodads appear inevitable.

Have you ever had that ex- have children and ask for perience of having your 5-year-old teach you how to download an app on your

Or instead of a bicycle, your 10-year-old actually asked you for an iPad? Or when flummoxed as

to where the family can eat, you find your 13-year-old Googling for suggestions? That's the 21st Century real-

ity these days. Children seem more engaged with technology and gadgets and the presence of

doodads appear inevitable. They use it both for recreation and for school. There are many advantages and disadvantages but, whatever the case may be, try not to focus on the negatives. No matter how modern and advanced the world is

today, that doesn't mean you

can't be on top of it. Managing the use of media and technology is one of the challenges rearing up a child in the 21st Century. Here are some tips for you to get along with tech.

WATCH TV WITH YOUR CHILDREN

especially for young children. It is important to guide our children with what they watch on TV so that if ever Organize activities that will they have questions and are lessen the attraction of being curious about something, you in front of the TV or gadget. will be able to educate, trans- Organize a barbecue party late, interpret and get them at the beach, create street to understand. Watching TV games with other children, together also gives a parent have a picnic at the park, or and child a shared experience.

CHOOSE THE PROGRAMS.

Ask family members, col- time spent away from gadleagues at work, friends who

recommendations on what healthy and educational programs to watch. Screen these programs first, seek out the reviews, and see how if it is helpful in the development of your child.

HELP YOUR KIDS KNOW WHAT IS RIGHT FROM WRONG

Integrating values in your child before being exposed to media is an important thing and it shouldn't stop, especially when they are exposed to the daily barrage of mass media. Having values and morals will enable them to have an internal compass that will guide them even in your absence.

REGULATE THE TIME WITH GADGETS.

TV and gadgets are convenient baby sitters but setting a certain number of hours for TV and gadget use is very important so that the child will learn parameters. Having rules such a "no phones during mealtime" and "no TV during school nights" are examples. Encouraging your children to get active outside Make TV time a learning time, the house like engaging in an activity or sport is ideal.

CREATE ACTIVITIES.

organize a book club with other kids. This way, they will be able to appreciate the

Teaching kids about making healthy choices

Choose My Plate.gov

pair well with vegetables on

avoid processed meats such

Skip sugary drinks and

maximize on water. Do not

buy your children those drinks

that promise authentic fruit flavor. More often than not, it

All of these do not have

Families on Saipan love

dining out. If this is your

source of family bonding

time, no need to worry

making unhealthy choices.

Parents can choose to go

The CNMI Non-Commu

nicable Disease Bureau of

the Division of Public Health

has introduced efforts to

make healthy choice an easy

to restaurants that serve

healthy meals.

contains sugar and zero fruit.

right food. Real food.

ity of unhealthy meals, junk food, and sugary drinks that are cheap, convenient, and practically everywhere, teaching children about making healthy food choices is just another challenge for parents.

Nobody says it cannot be done but it will be hard and parents would need to be a plate. Limit red meat, and consistent.

as bacon and sausage. There are two ways to go about it: Focusing on to their eating habits and getting them into sports.

HEATHY EATING

Parents can create and serve healthy and balanced meals at home following to be expensive. Choose the the Healthy Eating Plate created by nutrition experts at the Harvard School of Public Health.

- Make ½ of your plate meal vegetables and fruits. Aim for color and variety.
- Make ¼ of your plate whole grains—whole wheat, barley, wheat berries, quinoa, oats, brown rice and foods made with them, such as whole wheat pasta
- Make ¼ of your plate protein. Fish, chicken, beans, choice for CNMI restaurant and nuts are all healthy, ver- customers. The project is satile protein sources. They called REACH Biba program, can be mixed into salads, and where they encourage res-

healthier. There are currently several restaurants on Saipan that offer healthy plates on their menu and the number

Teach you child to love a sport by exposing them to a good introduction, but it gets variety of activities like tennis, swimming, canoeing, football, volleyball and bas-

activity that he/she likes and of enthusiasm. suits her physical level.

even better when you watch the sport live.

Talk to them about what choice. (Bea Cabrera)

ketball, to name a few. This they like and dislike about will help your child pick an each sport and look for signs

As a parent, you will need Watching sports on TV is a patience, time to explore sports, time to practice and teach skills, and time to support your child in his or her



Babies learn from the time they are born. One of the ways they learn is through hearing. When a baby is born with hearing loss, many sounds and voices are not heard, and the child's speech and language development car be delayed. CHCC implemented newborn hearing as a standard of care and all babies get their hearing screened shortly after birth.



Ask if your baby passed the test. If you have concerns or your baby needs follow up call 236-8709.



Commonwealth Healthcare Corporation

by the Universal Newborn Hearing Screening Grant under the U.S. Department of Health and Human Services, Health Resources and Service Administration.







SAIPAN TRIBUNE



ADVERTISING SUPPLEMENT

- Arts & Crafts
- Community Sea Water Aquarium
- Community Garden
- Computer Classes & Free Wifi
- Health Literacy
- Toddler Read Aloud
- Community Event Programming (Collaborative Summer Library Program, Trunk or Treat, National Library Week, Week of the Young Child, and many more!)
- Family Movie Nights and Extended Library Hours
- Motheread/Fatheread Family Literacy Classes
- Homework Tutorial Help
- Bookmobile Outreach Services
- Head Start/Early Head Start Read Aloud

Visit your Joeten-Kiyu Public Library in Susupe, Saipan! Visit your Tinian Public Library! Visit your Antonio C. Atalig Memorial Library(Rota)!













HOURS OF OPERATION: Saturdays (9am - 4pm),

Tuesdays - Fridays (10am - 6pm), Sundays, Mondays and Holidays (Closed)

For questions on upcoming events, please contact JKPL at Tel: 235-7323(READ); TPL at Tel: (670) 433-0504/433-0647; RPL at Tel: (670) 532-7328



Northern Marianas **Humanities Council**

Navigating the Human Experience



The CNMI Motheread/Fatheread Family Literacy Program is administered by the Northern Marianas Humanities Council, in partnership with the CNMI Public School System and the Joeten-Kiyu Public Library.

"Promoting Family Literacy" Ity acclaimed private, non-profit organization that combines the teaching relopment and family empowerment issues. Parents and children learn to

Motheread®, Inc. is a nationally acclaimed private, non-profit organization that combines the teaching of literacy skills with child development and family empowerment issues. Parents and children learn to use the power of language to discover more about themselves, their families, and their communities.

Motheread® offers separate classes for both the adults and children. In Motheread/Fatheread adult classes, participants learn to be story readers, writers, and tellers in a group structure that supports their own sense of worth and ability. These classes are appropriate for all adults, regardless of reading ability or prior educational experience. By teaching the "why" of reading rather than just emphasizing the "how," classes encourage parents to be reading role models for their children. For children, story exploring provides a structured environment for reading, critical thinking, and problem solving skills.

October is "CNMI Humanities Month"! Please visit www.northernmarianashumanities.org or contact 235-4785 for the latest news on Northern Marianas Humanities Council.



Recognize that their own stories and stories in books are a

- good way to communicate with their children.
- Understand the messages in children's stories.
- Become familiar with the many ways to use stories as a way reading, writing, comprehension, and critical thinking.
- Discuss important parenting skills and challenges with other adults in a supportive environment.











For questions on upcoming classes, please contact us—Viola Deleon Guerrero or Beth Demapan at Tel:235-7319/989-8542/783-7678 or E-mail: cnmimotheread@gmail.com or like/add us on facebook/instagram: cnmi motheread fatheread. Visit our website at https:// sites.google.com/site/cnmimothereread/home

Saipan Soccer School works with your children

School offers various activities and programs for CNMI children, introducing them to the sport of soccer and, at the same time, instilling in them the values of teamwork, discipline, and having an active and healthy lifestyle.

Just a few months ago, Saipan Soccer School had over 150 children in the U6, U8, and U10 age groups joining its annual summer camp.

For more than a month, these children learned the basics of soccer and basketball, found new friends, and worked with their teammates.

Instead of spending their summer vacation at home watching TV or playing with their gadgets, they were up and running at the TSL Sports Complex, kicking and dribbling balls.

You can see from the participants' faces how they enjoyed the activities, as they followed instructions from the coaches, watched and eagerly waited for their turns to play, and exchanged high-fives with their teammates when they scored a goal or a basket.

From the sidelines, their parents cheered from them, amazed at how their kids On several occasions, when

their children were done with the activities or during break, the doting parents were quick to give food and water to their children or changed their soaked clothes. While doing these, parents were either giving praise to their children or encouraging them to play better. At the end of the summer

camp, all the participants received certification of completion and gift packages from Saipan Soccer School. Their proud parents then

picked up skills in just a watched as their children were awarded with medals for an outstanding performance during the camp. Both parents and their children promised to be back for next year's camp.

> Aside from the summer camp, Saipan Soccer School also hosts futsal tournaments during Christmas holidays and visits schools to donate sports equipment and teach young students the basics of soccer.

Its futsal league caters to players in the U12 and U16 age groups and again provides children a fun and

after-school activities for the students.

At the national level, Saipan Soccer School partners with

ts collaboration with the well-known Chelsea FC Soccer School (Hong Kong), Saipan Soccer School helps bring top caliber coaches to Saipan to assist in training our national teams. NMIFA in providing sup-

port to CNMI national youth

and adult teams. Through

FALL into Savings

- Dentures - \$550 Partials - \$725

New Patient Appointments - \$35.00

(Includes Exam, digital x-rays, consultation, oral cancer screening, periodontal evaluation & second opinions)



Limited time offer - Call today!

Paradise Dental Center 234-4040

Located on Middle Road, Gualo Rai

Saipan Soccer School was created:

- To provide a venue for players' practice and games day and night, rain or shine;
- To teach beginners the rudiments of the sport; and
- To train coaches who will develop good players







learning activity just in time

when other tournaments on

As for its outreach program

involving schools, Saipan

Soccer School, in partner-

ship with Northern Mariana

Islands Football Association,

believes that one of the best

ways to get its grassroots

program rolling is to go to

Each visit by Saipan Soc-

cer School coaches and of-

ficials is well received by

students and their teachers,

with the latter using the do-

nated equipment and ba-

sic knowledge they gained

island are on a break.

2017 HIGHLIGHTS PE Support for various schools, in partnership with NMIFA President's Cup Summer Sports Camp June-July: Summer Training Camp in Hong Kong June-July: **Summer Youth Futsal Tournament Christmas Futsal Tournament** December December-January: Christmas Basketball Tournament









For more information, please call (670) 235-2440 ext. 156 or visit us at www.facebook.com/SaipanSoccerSchool



When adult children move home: It's not a nightmare, if you do it right

THE MERCURY NEWS

SAN JOSE, Calif.—Pat Read enjoyed life on her own in her Northern California home after her two kids left for college, graduated, started their careers and set themselves up in their own apartments.

But about a year ago, stuff happened. Her children were hit by soaring rents, and her family faced a situation that is becoming familiar to many parents in the Bay Area and is transforming how people live together in the United States.

First, 30-year-old Lisa got priced out of an apartment she was sharing with roommates in Oakland, then 28-year-old Jeff could no longer afford his jacked-up \$1,700-a-month one bedroom.

"I told them they were welcome to move back home but under certain conditions," Read said.

For Read, she knew her children weren't typical of despairing stories about the generation." They weren't mooching millennials who have "failure to launch" issues but hard-work-

education or job training.

child care available for all families.

Still, she realized it was important to talk about everyone's expectations for living together and to lay out some ground rules, including her need for them to pay rent.

As it happens, Read found kids in a new way.

ple who love you unconditionally," she said. While she expects her children to move out one day, she's "enjoying the heck out of their company." She loves their energy, humor, warmth and knowledge "about all things technological."

ing young adults faced with a hood by establishing an in- experiences don't come

Child Care and

Capitol Hill, Saipan MP 96950

It turns out that Read's demand for clarity is just what was needed, according to therapists and other experts in how families can cope with

that things went much more smoothly than she expected. She hasn't missed the peace and freedom of her empty nest and in fact prizes the opportunity to get to know her "It is a joy living with peo-

Read isn't alone in finding the bright side to what is sometimes regarded as a modern social failure: a partner for movie watching, young person supposedly not meeting an important milestone towards adultdependent household. Many without effort, as Read's situ-

Caller Box 10007 Bldg. No. 1347 Ascension Court,

The Child Care Development Fund Program assists low income families in

accessing quality child care for children while parents work or participate in

The program's mission is to enhance the quality, affordability, and supply of

Development Fund Program

Tel: (670) 664-2575/2576/2589/2590 • Fax: (670) 664 2547

Parent/s Eligibility

to start to work in 2 weeks.

In job training at least 20 hours a week

Atteding edication on a full time basis.



It is important to talk about everyone's expectations for living together and to lay out some ground rules, including the need for adult children to pay rent.

News talked to also say the experience has been beneficial for their families.

"We enjoy hearing about their work day, friends, ideas," said Liz Peters, a San Jose mother who's had her four children move back at various points. "We have another coffee outings, and walking."

At the same time, these positive parent-adult child

other parents The Mercury ation shows. Other parents likewise said they talked to their kids about paying rent or giving the arrangement a deadline. "Part of the success is knowing it is temporary."

added Peters.

Of course, these experiences aren't universal. Some parents also discussed how they felt disrespected by their adult children. One father said his daughter, 34, and son, 32, have decentpaying jobs, but he suspects they live at home rent free because they want to spend what they earn on "new cars,

travel, other things in life." He'd like to set deadlines for his children to leave, but he feels stuck because their mother won't change the current arrangement. Recently he was distressed to hear his son voice a true "failure to launch" sentiment, saying: "I don't know what I'm going to do when you and mom die. Who is going to take care of me?"

It's likely that more parents will face the return of adult children, not just because of housing costs but also the burden of student debt and shifting social patterns, which includes young adults delaying marriage and the starting of families.

About 25 million adults live with their parents, and the numbers continue to rise, according to Pew Research Center analysis of Home," agrees that a success- never had any hired help, U.S. census data. As of 2016, ful arrangement with adult only hospice," she said. With 15 percent of 25- to 35-year- kids at home depends on her children around, she was old Americans were living managing expectations. She also able to have her mother in their parents' home, the especially emphasizes the live with her before she died highest share since 1940. need for clarity on financial last summer at age 101. Today's young adults also issues, saying it's important In her family, they work are more likely to be at for parents to not give their hard to respect one anhome for an extended stay children a free ride and rob other's private spaces and of a year or longer, com- them of the chance to gain have worked out schedules pared with previous gen- independence.

erations.

one can start living together again because they're family.

"That usually breaks

down because so much has changed, with everyone living independently of one another," she said. Day-to-day matters—such as how to share common space, meals or household chores-can cause tensions, as was the case with an aggrieved client whose son kept eating leftovers that the parent used to enjoy for himself.

But conflicts usually arise over bigger issues. Ruth Kalb, an area psychologist, said these issues aren't always easy to talk about and include "money, boundaries, mutual respect, shifting roles, expectations and needs."

For Read, the big issue she wanted to get out of the way with her children was how they would relate to one another. She told them, "We would be housemates, not parent and child."

That meant she wouldn't tell them they couldn't have overnight guests or stay out all night. At the same time, she expected them to respect her feelings enough to call if they weren't coming home so she wouldn't wake at 2 a.m. worrying that something bad had happened.

Christina Newberry, the

Each family must decide that the single most impor-Margie Ryerson, a Bay Area what constitute a free ride. tant thing you need to live therapist, said one of the big- Dana Tucker, of San Jose, and together like this is a sense gest mistakes families make her husband didn't see them- of humor," she said. "It really is in assuming that every- selves as going easy on their helps a lot."

23-year-old son when he moved back home to start a well-paying job at Microsoft.

SAIPAN TRIBUNE

They charged no rent at first, but that's because they had all agreed to a specific plan: For six months, their son would focus on repaying back student loans they had co-signed. Once those were paid off, he would contribute \$500 a month in rent while paying back his other loans. In his 16 months back un-

der mom and dad's roof, he contributed in other ways and was good company, especially carpooling to work with his father every day, Tucker said. "He mowed the lawn without asking, bought groceries when we ran out of something, did his own laundry, didn't have parties while we were away."

By giving their son a chance to free himself from debt. Tucker believes he was better able to launch himself into the world. Ten years later, he still has his good Microsoft job, is married and owns his

For Pat, who didn't want

her last name used, letting her adult children live with her is a return to the traditional multi-generational household, though she recognizes there is a "stigma" for young adults who are not out on their own. She currently lives with her boyfriend, as well as two of her daughters and a young grandchild. Over the years, her 3,100-square-foot home has found space for up to 11 children, grandchildren and significant others.

"As the rents got so high, I encouraged them to move back home to save some money," said Pat, who charges a nominal rent. "Thankfully, they all have very good jobs. I didn't want to see them paying astronomical rent to live nearby. ... I believe a multi-generational household can be very beneficial for all of us."

The benefits come as parents age. Pat said her children helped her provide 24/7 care for her husband, who Canadian author of "The suffered with Lewy body de-Hands-on Guide to Surviv- mentia for three years before ing Adult Children Living at he died in January 2016. "We

for laundry. "But I would say

ATTENTION, WORKING MOMS

These are the 100 best companies to work for

USA TODAY

SAIPAN TRIBUNE

What is it that makes a company one of the best for working mothers?

Schedule flexibility, generous paid parental leave and mentoring programs for women are key, according to Working Mother magazine and its annual list of 100 Best Companies for working moms.

The best companies have figured out and honed in on what employees really want to the Society for Human Rein helping them balance work and family and many are making those benefits more generous, according to the magazine.

The average number of weeks of fully paid maternity leave at the 100 best companies rose to 10 weeks from 9 weeks last year. Among the best of the best, From Mary Barra to Reese the top 10 companies, the average is 15 weeks.

But there is a wide gap between what the best companies offer compared to what is offered by most U.S. companies. Every one of the 100 companies on the list offer paid maternity leave compared to just 30% of U.S. companies overall, according reers while leading satisfying lights the top 10 companies



source Management.

According to Working is offered by 98% of the top 100 companies and four weeks of paid paternity leave is offered by 97%.

More: 'Fortune' ranks Most Powerful Women in Business: Witherspoon

The best companies "know the value of keeping their employee moms engaged and supported," Working Mother editor-in-chief Meredith Bodgas said in a statement. They use these programs "to ensure that parents can develop meaningful ca-

Companies that do this well know success comes Mother, an average of six from having and maintaining weeks of paid adoption leave the best talent, Subha Barry, managing director of Working Mother Media said. "You cannot underestimate

the loyalty such policies and programs build,"Barry said. To make the unranked list,

companies must complete an application of more than 400 questions on leave policies, workforce representation, benefits, childcare, advancement programs, flexibility programs and more. This is the 32nd year Working Mother has done the survey.

From the list of 100 companies, Working Mother high-

The best companies have but does not rank them. Here are this year's top 10 best companies for working mothers (in alphabetical order):

- * Bank of America
- * Deloitte * Ernst & Young
- * Johnson & Johnson * McKinsey & Co.
- * Prudential Financial * PwC
- * Unilever
- * Zoetis See the entire list: 2017 Working Mother 100 best

Ten companies made the annual list of 100 for the first

time: Adobe Systems, Boston Scientific, Broad Institute, JLL, Kimberly-Clark, L.E.K. Consulting, Lenovo, Oppenheimer Funds, SapientRazorfish and Synchrony Financial. Workforce representation at the 100 best companies

shows women make up 46% of the total employees but only 35% of senior managers and just 28% are corporate executives, Working Mother's statistics showed. Deloitte CEO Cathy Engelbert is optimistic about the fu-

ture of gender representation

and believes we are poised to

make a lot of progress.

has been on the list for 24 both maternity and patermothers of up to 24 weeks.

The consulting firm, which "We have been on a journey to reimagine the workyears, offers 16 weeks for force through innovation and talent," Engelbert said. Offernity leave with the potential ing these benefits allows the for additional time for new company to look for and retain great talent, she said.

Tired of being asked to babysit grandchildren and granddogs?

By GAIL ROSENBLUM STAR TRIBUNE (MINNEAPOLIS

The problem: We have become a babysitting service for our kids—and their pets. It seems like they visit only when it's time for us to babysit.

Sure, you could look at this as being manipulated to the moon and back. Or you could consider it the greatest comhand, your children seem to have forgotten, or maybe never considered, that you also have a life. And that onesided giving feels lousy, particularly when the manipulation is by your own progeny.

On the other hand, try to remember what your lives were like when you were sucked into that emotionally, physically and financially draining sleep-deprivation chamber known as parenting. An occasional adultscould save a marriage. That time is just that—a gift.

your kids ask you to step up regularly shows that they know they can count on you to keep their precious cargo, on two legs and four, safe and entertained.

I imagine that you have friends who are grieving estrangement from their children and, thus, grandchildren. I'll bet they would babysit in a heartbeat. The key is to find balance. Yes, pliment possible. On the one you want to help. But you don't want to grow weary and resentful. Think about how much you really can do. One night a week? Two afternoons? Once a month? Don't apologize. Explain that, to be the best and most attentive grandparents for your cherubs, that's really all you can do.

On birthdays and holidays, you might also give your kids coupons for an extra night, or even weekend, of grandparent time with the kids and pets. That reonly escape isn't just fun; it minds them that your gift of

Typical Head Size

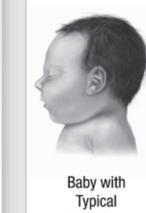
ZIKA is linked to Microcephaly

Microcephaly is a serious birth defect that affects baby's brain.



















major vector for Zika virus Zika virus will become ill

Learn more at: 670-234-8950 ext. 2026 • www.chcc.gov.mp/index.php/division-of-public-health/bds



Zika Virus can cause

abnormally small

heads and brains

unborn babies, causing

INTERVENTION



While you are pregnant,

travel, do everything you

can to avoid mosquito bites.

areas with Zika. If you must









You can avoid mosquito

bites by using bug spray.

wearing clothing to cover

sleeping under bed netting.

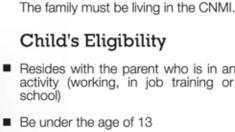
your arms and legs and





For more information, please contact the Birth Defects Surveillance, Intervention and Referral to Services Program at 234-8950 ext. 2026 To learn more please visit our CDC's website: https://www.cdc.gov/zika/healtheffects/birth_defects.html

This advertisement is funded by the US Department of Health and Human Services Office, Centers for Disease Control and Prevention





family of a same size.

Resides with the parent who is in an approved activity (working, in job training or attending

Working at least 30 hours a week or is scheduled

■ Has a monthly gross income that does not

exceed Federal Poverty Income Guideline for a



RIBUNE NEWS SERVICE

Over the past year, our 4-year-old has developed several fears that have become quite disruptive. It started with a fear of dogs, which is inconvenient given that there are lots of dogs in our neighborhood. Since then she's become afraid of noises at night, wind (she thinks a hurricane is coming), and dying in her sleep. Needless to say, she is anxious a lot of the time. We've talked to her, reassured her, and so on, but nothing has worked. She's becoming a wreck, and so am I. Should I take her to a counselor? If not, then do you have any advice?

: With very selective A exceptions, I generally recommend against having children-especially young children - talk to mental health professionals. First, there is no research-based body of evidence that would verify the general efficacy of any form of child therapy. Second, over the course of my now 40-plus year career, I've collected a significant body of anecdotal evidence to the effect that exposing a child to psychological counseling often (perhaps more often than not) makes matters worse. Having said that, I must add that my point of view on child therapy is not widely approved of by my colleagues, so if you'd feel better having your daughter see a in the family is expressed therapist, then do so.

The problem is that althoughts as if they repre- and trained to do; so was I. behavior. In situations of this taking her on a walk anyway.

ADVERTISING SUPPLEMENT

Facing fears

is best therapy for 4-year-old

Have 4-vr-old

sent something meaningcapable of expressing othinability to tell her parents that they haven't been givsince a baby brother arrived in frequent tantrums (an

than her behavior. The more erwise. Example: A child's adults talk to a child about irrational fears and persistent thoughts, the worse they are ing her enough attention likely to become. One such conversation is enough, and it needs to contain the message that the fears/thoughts the family. actual account recently re- in question do not represent

The fact is that a child's sort, I encourage parents not ful—as in, deep-seated thinking and emotions need to "explore" the child's fears/ issues that the child is in- as much if not more discipline thoughts, not to ask lots of questions about them, but to simply tell the child, authoritatively but lovingly, that fears are common during childhood, they do not represent things that are likely, and that life will go on as usual in

Your daughter doesn't most invariably, therapists lated to me by the parent reality and are not going to want to take a walk through talk to children about fears, of a 5-year-old). This is what alter, much less dictate, pa- the neighborhood because anxieties, and persistent therapists were educated rental decisions or parental she's afraid of dogs? You're

She doesn't want to go outside because of wind? She's going anyway. She is afraid to go to bed because she thinks she's going to die in her sleep (one of my daughter's fears, around age 10)? She's going to bed anyway. And by the way, sometimes crying is a necessary purgative and needs to be allowed (if contained in the child's room) until it's run its course.

A child who has become caught up in and carried away by the sort of random-

ever had a date. Today, only

57 percent of 10th graders

and 63 percent of 12th grad-

■ In the 1990s, 81 percent

of 12th graders, 72 percent

of 10th graders, and 56 per-

cent of 8th graders had tried

alcohol. Today, those num-

bers have dropped to 67

percent, 51 percent, and 29

percent, respectively (which

is a good thing, in my view).

Over that same period, even

college-age and post-col-

ers have dated.

ness that often characterizes a child's thinking and feelings needs parents who will act quickly to keep her grounded, who will continue to steer a straight course in the face of the emotional tempest.

Visit family psychologist John Rosemond's website at www.johnrosemond.com; readers may send him email at questions@rosemond.com; due to the volume of mail, not every question will be an-

Why won't you grow up?

By ARMIN BROTT TRIBUNE NEWS SERVICE

Dear Mr. Dad: Back when I was in high school, all I wanted was to be independent. I wanted more responsibility, a job so I could have my own spending money, and I was obsessed with getting a girlfriend. Despite my parents' warnings, I experimented longer. with drinking alcohol and, The quest for indepenwell, a few other things. dence starts very early. Re-I'm asking because my two member back when your ture, much less interested in taking on the trappings of adulthood percent today). I can tell, neither do their And when they were three

researcher Jean Twenge and actual adulthood.

league Heejung Park just published a study that confirmed what a lot of us have long suspected: Compared to their parents and grandparents, today's young people are much less mature, much less interested in taking on the trappings of adulthood (more on that in a minute), and are content to be dependent on their parents for far

teens have zero interest in kids were two and wanted to (more on that in a minute), and are content to be dependent on their any of that—and as far as do everything themselves? parents for far longer. friends. Is there something or four and wanted to do found, today's teens are in no percent. But from 2010-2016, different about teens today everything we did, whether hurry to grow up. Their study only 55 percent of teens were or am I imagining things? it was talking on the phone, looked at teenage behavior earning any money on their A: You're not imagining. working on the computer, going back as far as the mid-Teens and young adults or washing dishes? That pro- to-late 1970s and up through ■ In the 1970s, 88 percent these days are very differ- cess—of seeking indepen- 2016. Let me give you a few of 12th graders had a driver's dating and going out with- doesn't it? ent than we were their age dence and engaging in adult- examples. when we were doing many like activities—continues From 1976-1979, 76 per- early 90s, and just 73 percent of smartphones and social Read Armin Brott's blog at

of the things you described. through adolescence and, cent of 12th graders were today.

San Diego State University researcher Jean Twenge and her Bryn

Mawr College colleague Heejung Park just published a study that

confirmed what a lot of us have long suspected: Compared to their

parents and grandparents, today's young people are much less ma-

San Diego State University theoretically at least, ends at earning at least some money. From 1990-1994, that num- cent of 10th graders and 84 day's teens may actually be send email to armin@mrdad. her Bryn Mawr College col- But as Twenge and Park ber had dropped a little, to 72 percent of 12th graders had

DREAMSTIME/TNS ly than those 20 years ago to driving them everywhere

pening?" I think some of that, it makes sense to stay the decline—particularly in young for as long as possible, license, 84 percent in the out parents—is the result media. With all the tech- www.DadSoup.com, follow

other more than we did at their age. Although, if your goal is to have sex, there's no substitute for in-person communication. But we can't blame smartphones for everything. As Twenge and Park write, it's "unclear how internet use could cause teens to work less and drink alcohol less."

I also put some of the blame on parents. Because we're having children later and we're having fewer of lege young people are re- them, we try to "protect" our fraining from drinking (from "investment" by doing things 92 percent in the 90s to 87 for them—like giving them money instead of expecting ■Today's teens are less like- them to earn their own, and go out without their parents, they need to go instead of exto go on dates, or to have sex. pecting them to get a license, The big question, of pay for their own insurance, course, is "Why is this hap- and drive themselves. Given

communicating with each com.



DIVISION OF YOUTH SERVICES PARENT EDUCATION SERVICES



Every parent is eligible to participate

Parent education services helps promote the development and productive skills to fulfill and strengthening the lifestyle in all families and all ethnicities in our communities.

Parent education program provides classes and support group to all parents here in the CNMI. Our goal is to build and "strengthening families" here on our beautiful islands by providing these classes and support group to give parents the opportunity to gain knowledge and be more equipped in the field of a parent role.

COMMON SENSE PARENTING CLASS is designed as a practical approach to help parents be more positive with their children & to use their children to cooperative and behave in a more positive, desired and acceptable manner. It emphasizes on "disciplining from the heart".

EARLY CHILDHOOD S.T.E.P (SYSTEMATIC TRAINING FOR EFFECTIVE PARENTING) CLASS is a course that provides a look at the long term goals of parenting, information on how our children think, feel, and act, skills that can increase your enjoyment and effectiveness as a parent.

ACTIVE PARENTING now is designed to teach parents how to use positive discipline and communication techniques to develop courage, responsibility and character in their children and enhance relationship with them.

ACTIVE PARENTING OF TEENS provides the guidance and support you need to turn the challenges of raising a teenager into opportunities for growth.

PARENTS ANONYMOUS® PROGRAM

Our program not only provides classes but also has a support group which is called the Parents Anonymous® program. This program is an evidence-based family strengthening for any family seeking help and support. Parents Anonymous® program is a trauma informed practice utilizing mutual support, parent leadership, shared leadership and personal growth. In this services we also have Parents Anonymous® children & youth program to guide and help these children to be empowered and create positive and long-term change for their families



FOR MORE INFORMATION CONTACT US: Junnie Masga

Community Development Specialist III DYS Parent Education Services jmasga@dys.gov.mp

Maria Olopai

Community Development Specialist II DYS Parent Education Services mariao@dys.gov.mp

Saipan

664-2550 / 287-2847

Tinian 433-9330

Rota 532-9393

NEW LOCATION:

MMC Bldg., Chalan Piao next to Bank of Guam



AGAINST HPV & HPV RELATED CANCERS!





HPV vaccines have been proven safe and effective in protecting males and females against HPV related cancers when taken in the recommended age groups (beginning at 11 years old) to ensure they are protected at a young age before they become adults. Preteens should receive all recommended doses of the HPV vaccine series long before they begin any type of sexual activity. Once a person has HPV, the vaccine is no longer effective

HPV vaccination is HIGHLY RECOMMENDED at age 11.

The HPV vaccine is safe and effective. It protects against 9 HPV types and 6 kinds of cancer, which can include cervical, vaginal and vulvar cancers for women, cancer of the penis for men, and cancer of mouth/throat, anus/rectum for both men and women.



HPV vaccination is REDUCING HPV DISEASES.

HPV vaccines work extremely well. Clinical trials showed HPV vaccines provide close to 100% protection against cervical pre cancers and genital warts. Since the first HPV vaccine was recommended in 2006, there has been a 64% reduction in vaccine-type HPV infections among teen girls in the U.S.







VACCINES SAVE LIVES, TIME AND MONEY. IT'S SAFE AND EFFECTIVE.

VACCINES PROTECT US BY BUILDING IMMUNITY TO PREVENTABLE DISEASES.

Contact the Immunization Program at the Division of Public Health:
236-8745 (Saipan) | 433-9233 (Tinian) | 532-9457 (Rota)
Additional Tel. Nos.: 236-8708 / 8781 / 83 / 84 • For more info, visit www.cdc.gov.vaccines