

Upcoming Events

November 3, Election Day

November 3, Littleton City Council

November 10,

Southglenn Country Club

Annual Meeting

November 18,

Volunteer Appreciation Dinner

November 21,

Centennial Tree Lighting

November 26, Thanksgiving

Happy Thanksgiving



Arapahoe County Sheriff Lifts Burning Ban

Arapahoe County Sheriff is rescinding the open burning ban that has been in effect since Sept. 22, 2015. Current moisture has lowered our wildfire potential.

Southglenn Civic Association Volunteer Dinner

Wed., November 18th,
6:30 p.m., Location TBD
Please RSVP to
Linda @ 303-795-8083

November 2015

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Linda's TidBits

The leaves are falling, and the colors are turning. It is finally Fall. I hope everyone has a wonderful Thanksgiving!

We had our open forum in October with several representatives from the City of Centennial, namely Vorry Moon, council member, Andrew Firestine, Director of Community Development, and Barbie Novoryta from Code Enforcement. The Open Forum brought the Southglenn community together with our neighbors to our west, Southwind when representatives from Southwind Civic Association also attended the meeting. One issue that came to light is that some of our Southglenn residents on Washington Street need our support, as do Southwind residents on Geddes Ave. These streets border the Littleton Village development (the old Marathon Oil property). Once construction began, residents bordering the property experienced unprecedented flooding in September. From the residents' perspective, this was hardly unanticipated given input they have provided to the City of Littleton and the developer throughout the project approval process. However they have had difficulty getting responses from the City of Littleton or the developer of the project with regard to the recent flooding as well as other issues that have come to light as the development plans have been amended - some during open meetings but mostly through non-public meetings.

There will be a Littleton City Council meeting on November 3rd at 6 p.m. at the Littleton Community Development Building at 2255 W Berry Ave. The meeting is not limited to Littleton residents and Centennial's Director of Community Development encouraged residents of Southglenn and Southwind to attend.

We are having our Annual Volunteer Appreciation Dinner on November 18th 6:30 p.m. Please call and reserve your spot for dinner and more information. So we can make appropriate seating and food plans, please RSVP by November 15th to Linda at 303-795-8083 or landsnixon@msn.com. The Southglenn Civic Association Board appreciates you so much for volunteering for Funfest, the Easter Egg Hunt and other activities, as well as all of our wonderful deliverers of the newsletter! Please come and join us!

Don't forget about activities going on in December! Like the cookie decorating/ ornament making/movie viewing at Whole Foods (date TBD) and the Holiday Lights Contest! (Must be a member to win a prize - \$25.00 or more in gift cards)

We are always in need of Volunteers to deliver the newsletter once a month. It takes about 45 minutes to one hour to do an average route. Please let me know if you can help. 303-795-8083, landsnixon@msn.com.

—Linda Nixon, Chair

City of Centennial Holiday Lighting Celebration

Saturday, November 21, 2015, 4:00 p.m.; Centennial Center Park

Bundle up and bring your friends and family and join in the fun! Enjoy local school choral groups, photos with Santa, free holiday treats and top the evening off with the lighting of our 20-foot tree!

SOUTHGLENN CIVIC ASSOCIATION, INC.

\$15 Annual Dues for Jan. 1 – Dec. 31, 2015

To join and/or support the SGCA, the annual dues are \$15.00

Name(s): _____

Street Address: _____

City, State, Zip Code: _____

Email Address: _____

Phone: _____

YES! I am willing to volunteer with SGCA. Call me with options.

I would like to receive the Reporter electronically

Number of years living in Southglenn: _____

YES, please list my teen's name in the Southglenn Reporter Teen Service Directory.

Here is the information (please check all that apply):

First Name & Last Initial:	Baby Sitting	CPR Certified	Pet Sitting	Lawn Care	Snow Removal
_____	<input type="checkbox"/>				

Phone: _____ Age: _____

First Name & Last Initial: _____

_____	<input type="checkbox"/>				
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Phone: _____ Age: _____

Make checks payable to Southglenn Civic Association (*your cancelled check will be your receipt*). Send this form and your check to:

Southglenn Civic Association, PO Box 2024, Centennial, CO 80161.

Please attach your ideas, comments and questions on a separate sheet.

Thank you for your involvement and support!

Happenings in Our Neighborhood

I went to the Spooky Streets trick or treat Night out at The Streets of Southglenn on October 24, Saturday night. It was fun and there were so many cute costumes – Adults and Children. People were nice and it was fun overall. I would like to thank the wonderful shops that participated! Ivy at the Glenn provided Hotdogs to all the trick-or-treaters! Whole foods, Dairy Queen, Corner Bakery, Incredible Edibles, Chick-Fil-A, and Macy's, all had candy for the children. Chuck and Don's Pet food had candy AND doggy treats for the K-9 variety of trick-or-treaters. They also had a puppy in a fish tank dressed up like a fish, it was so funny! The mall put on a great show with face painters and balloon sculptors, Spook house Lab feature, Magicians and a band/music for all to enjoy.

I was disappointed with a lot of the stores that did not give anything away. I hope next year they will ALL participate, making it even more enjoyable for participants as a great alternative way to advertise!

We tried out the new Tom and Chee Restaurant that serves up (Tom)ato soup and grilled (Chee)se sandwiches. I personally had the soup-of-the-day which was Beer/cheese soup as a side/dip for a garlic chicken grilled cheese sandwich. It was fantastic.

We also heard we might be getting a Ross or Marshall's Discount store where Dick's Sporting Goods was. I can't wait! I am still waiting for the new Bad Daddy's Burger Place to open by Macy's. I am going to try the Magic Nails this week and I will let you know what I think.

Thanks and Have a great Thanksgiving and be kind and thankful for all that we have!

—Linda Nixon

Southglenn Civic Association

PO Box 2024, Centennial, CO 80161-2024

OFFICERS:

Chairperson: Linda Nixon, 303-795-8083, landsnixon@msn.com

Vice-Chairperson: Susie Elmer, 720-629-4179, susieohle@yahoo.com

Secretary: Dora Cash, 303-794-8851, jim_dora_cash@yahoo.com

Treasurer: Dale Rottschafer, 303-761-4539, dalelrottschafer@hotmail.com

Historian: Sue Seitz, 303-798-1487, sseitz@du.edu

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Membership: Linda Nixon

Newsletter Editors: Dale Rottschafer

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The *Southglenn Reporter* is published monthly by the Southglenn Civic Association. However, they skip the January issue.

News Articles

The deadline for news articles is the 15th of the month before the next month's issue. Please email news articles to **SGCivicAssoc@gmail.com**. No endorsement of any product or service is implied or stated by its inclusion in the newsletter.

Advertising

The deadline for advertisements is the 15th of the month for the next month's issue, except for the Jan. issue which is Dec. 4th.

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Email: **getinfo@coloradolaser.com**

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and click on the "Advertising Rates" link.

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Another Fun Fest Thank You

I overlooked them last month so this month I would like to give a big thank you to Alpine Trophies in the Broadridge Shopping Center for supporting us at Fun Fest with plaques for our major participants. Alpine Trophies has been a big part of Southglenn and Littleton for over 40 years! Alpine's founder, Craig Bailey has lived in Southglenn and loved this area since 1976. He believes in being part of the community and Alpine has been a consistent supporter of the grade schools through the high schools.

Over the years I have always had trophies for soccer and coaches plaques made by them. I had my son's and both of my daughters' wedding goblets engraved there. I had my name badge for work done there as well as some art decal signs. They offer almost anything you could think about personalizing with over 60,000 products you can order online. I want to thank Craig and Alpine again for their support of our community and the Southglenn Civic Association and I would like to encourage you support this small company because it supports our community!

—Linda Nixon

Open Forum

At the Open Forum in October, we heard from City of Centennial District 1 Council Member, Vorry Moon, City of Centennial Community Development Director Andrew Firestine, and Code Enforcement Officer Barbie Novoryta. The general topic was Urban Homesteading – what is allowed and isn't allowed in city limits. The City Council changed the code with regard to animals several years ago. Poultry used to be included in the count for domestic pets. They changed it to continue to allow for up to three domestic pets (cats, dogs or a combination) and up to six birds. The rules regarding poultry are fairly vague. Roosters are not allowed. And the birds must be provided with adequate shelter from dusk to dawn - primarily to prevent them from becoming snacks for foxes, skunks, and coyotes. There are currently no codes that address bee-keeping, however some are being considered. Again, these codes are intended to provide a "light touch." Things being considered are setbacks from neighboring properties, having a fly-away barrier so bees don't literally make a beeline out of the hive into a neighboring property but instead are forced to fly up first when exiting the hive, ensuring there is a water source on the property in close vicinity to the hive so that bees are not forced to seek hydration from neighboring properties. If you are interested in keeping bees, you will want to keep your eye on the codes the City Council is considering.

City of Centennial currently has no codes or ordinances with regard to snow removal. They have implemented a program called Snow Hero where people can nominate their neighbors or local businesses. Centennial Snow Heroes are recognized for keeping the community slip-free and providing a safe environment for family,

friends, visitors and neighbors. Snow Heroes listed below remove snow and ice from walks directly in front of and adjacent to their property following a snowstorm. It may seem like a simple task, but clearing walkways in the winter makes a difference. We're all pedestrians at some point in our day, whether it's a neighbor walking a dog, a customer arriving at a local business or a delivery person dropping off a package on the doorstep, a safe pathway is always appreciated. Council is hoping a voluntary program of this nature for recognition will be sufficient that they will not have to consider new codes or ordinances for the City.

Council Member Vorry Moon bragged a bit about our city. Since it was founded 15 years ago, Centennial has no debt. Most services that the city provides residents are done on a contract basis, and he says City Council has gotten much better about negotiating contracts for price and/or additional services - all of which are reviewed regularly. The City contracts with CHM2 for the 24/7 Citizen Response Center which gets rave reviews. If you have a comment, question, complaint, concern or compliment, call the Citizen Response Center and they will put you in touch with the right department or person to best address your issue. Even if it isn't a Centennial issue, someone from Centennial can look into it, provide input, or offer guidance. The Citizen Response Center can connect you with Arapahoe County Sheriff's Office (ACSO) or Emergency Response if appropriate, so it is a most valuable number to put into your contacts. Centennial Citizen Response Center 303-325-8000.

Mr. Moon also touted the fact that in the CQ Press's list of the top safest cities in the United States with populations more *continued on page 5*

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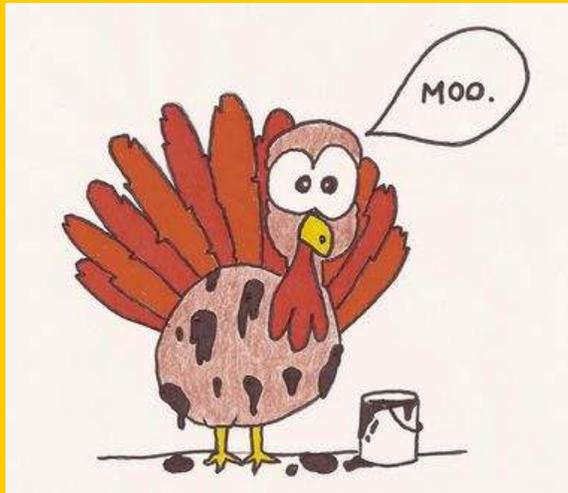
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Wishing you & your family a very Happy Thanksgiving



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Open Forum, *continued from page 3*

than 75,000 ranked Centennial as number 67 for 2013. The score was determined using data reported from the FBI's "Crime in U.S." 2012 study. The scores and rankings include statistics such as murder, rape, robbery, aggravated assault, burglary and motor vehicle theft. This has made Centennial an attractive place to live as is being reflected in recent real estate sales and property valuations. Many of our crimes, especially property crimes, are crimes of opportunity. A big contributor to the low crime numbers is because people are taking responsibility for their safety and not making it easy for crimes to be committed. And they call when they see suspicious activity. In addition to placing calls to ACSO, Nextdoor.com has been a terrific resource for neighbors to inform neighbors of suspicious and/or criminal activity. Please keep up the vigilance so we can remain on the safest cities list for the next 15 years!

When asked about the most frequent code violations in Southglenn, Barbie Novoryta was quick to reply, "Right of Way Obstructions." The most frequent culprit is trees or shrubs growing over sidewalks. Many of our neighbors take advantage of the Southglenn Civic Association Dumpster Day to haul away their trimmings. Others rely on South Suburban Parks and Rec making their giant chipper available for branches 3 inches in diameter or larger during the summer. Do we need something in-between that is greener and more sustainable? Maybe there is enough desire and volunteers that Southglenn Civic Association could arrange for a chipper sometime during the summer to address trimmings that are too small for South Suburban, but would be better suited to make mulch instead of filling up the dumpster and ending up in a landfill. Let me know your thoughts on that for next summer and we can look into it. (daleLrottschafer@hotmail.com)

We also learned that the space formerly occupied by Dick's Sporting Goods has been leased to Ross Dress for Less and Marshalls. Ross's focus is bringing customers a constant stream of high quality department and specialty store brands at extraordinary savings, while providing an easy, no-frills fun and organized shopping experience. Marshalls is affiliated with TJ Maxx stores, but Marshalls differentiates itself from T.J. Maxx with a full line of family footwear and an expanded men's department, as well as The CUBE, a department specifically for juniors.

—Dale Rottschafer, Treasurer

REI's Black Friday Plans

REI, the Seattle-based outdoor recreation and sporting goods giant, announced that it is going to close for Black Friday and pay its employees to go out and play. REI says that it will be closing each of their 143 stores on one of their top-10 sales days of the year and pay their 12,000 employees to head outside. According to President and CEO Jerry Stritzke, it's aligning with its mission—that "being outside makes our lives better." "Black Friday is the perfect time to remind ourselves of this essential truth...while the rest of the world is fighting it out in the aisles, we'll be spending our day a little differently. We're choosing to opt outside, and want you to come with us." [Editor's note: I LOVE this!]

—Forbes

"Nourish the crazy ideas, because the good ones hide inside them."

—Roger Parent

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IMPORTANT NEWS FROM YOUR SOUTHGLENN CIVIC ASSOCIATION

As we have communicated in previous newsletters, property owners within Southglenn are considered a member of the Southglenn Country Club – specifically *a voting member*. This is separate and distinct from dues-paying members who are also voting members, but are entitled to use of the facility as well. Voting members are entitled to vote for the election of directors to the Southglenn Country Club board as well as any matters that arise for meetings of the members. The annual meeting of members will occur on Wednesday, November 10 at 7pm at the Country Club.

There is quite a bit of history between the Country Club and the residents of Southglenn. Any of us on the Civic Association board or many long-term residents can certainly help to fill in that history should you desire it. The Southglenn Civic Association board has rallied with residents on more than one occasion to assure Southglenn homeowners are fairly treated in regard to matters at Southglenn Country Club. **We need to rally again and vote NO** on proposed changes to the bylaws.

According to an email that was sent to dues paying members, ballots should be received within the next few days. Included are proposed changes to the Southglenn Country Club bylaws. Your Southglenn Civic Association Board was *NOT* consulted, nor even informed of, these proposed bylaws changes.

The email identified two proposed changes to the bylaws.

- 1) The Southglenn Country Club would like to abdicate its responsibility of providing notices for meetings of the members. The Country Club board proposes transferring this responsibility and the associated expenses to the Southglenn Civic Association. **The Country Club has proposed this change without ever consulting with the Civic Association**, inquiring if the Civic Association was willing to assume this responsibility and expense, or making any attempt to understand the finances of the Civic Association.
 - The Southglenn Civic Association is a voluntary membership of \$15 per household. With these dues, the Civic Association provides residents with the Southglenn Reporter newsletter, Easter Egg Hunt, Dumpster Day, neighborhood garage sale, Fun Fest, Volunteer Dinner, and Holiday Lights contest, to list a few of the activities for which there are associated expenses. The Civic Association has had years with fewer than 10% of our households paying dues. Currently we have participation of just over 25% which put the Civic Association's budget at ~\$6,000 for 2015.
 - In contrast, the Country Club has nearly 400 dues paying members and according to 2013 tax filings, collected dues and revenue of \$299,000.

The Southglenn Civic Association is certainly sympathetic to the Country Club's desire to reduce expenses by 4% of their budget. The Civic Association would have been willing to discuss ways the Civic Association might be able to help the Country Club during times of financial distress if the Civic Association had been approached. But the Country Club cannot simply assume that the Southglenn Civic Association has the ability to take over an expense that will represent over 20% of the current budget without agreement from the Civic Association. If this bylaw change passes, the Country Club will simply no longer notify residents about upcoming meetings and votes and it is uncertain the Civic Association will be in a position to fill the void without reducing some of the other activities and services the Civic Association provides.

- 2) The current bylaws prohibit Southglenn Country Club from mortgaging or pledging the assets of the corporation as security for a loan. The Southglenn Country Club board would like to change the bylaws to allow for this form of financing. Additionally, the proposed change would require 2/3 majority of the Country Club board as authorization for using this form of financing. The Civic Association has **not had ample time to research and understand the implications of a lien on the Country Club property and what could occur should such a loan default or what this could mean for residents**. It should be noted that at least 5 of the 7 of the **Country Club board of directors are non-Southglenn residents**. The Civic Association has no assurances that the interests of Southglenn residents would be amply represented in such financing decisions.

It is essential that Southglenn residents vote NO on proposed changes to the bylaws.

It is unfortunate that the Southglenn Country Club board did not discuss such measures with the Civic Association such that proposed bylaws changes could be fully vetted and presented by both boards in unison. Please, return your ballots prior to November 10. If you have any questions, please feel free to reach out to any of our board members listed on page 2.

SOUTHGLENN 2015 Market Statistics

Homes FOR SALE in Southglenn September 16, 2015 - October 16, 2015

Style	Lowest	Highest	SqFt	How Many?
Ranch	\$329,950	\$329,950	1884	1
2 Story	\$400,000	\$400,000	1838	1
Bi-Level	\$350,000	\$399,000	2146	2
Tri-Level/Multi Level	\$409,900	\$479,900	1868-3248	2

Homes UNDER CONTRACT in Southglenn September 16, 2015– October 16, 2015

Style	Lowest	Highest	SqFt	How Many?
Ranch	\$400,000	\$400,000	1804	1
2 Story	\$369,900	\$369,900	2204	1
Bi-Level				0
Tri-Level/Multi Level	\$365,000	\$390,000	1899-2159	2

Homes SOLD in Southglenn September 16, 2015– October 16, 2015

Style	Lowest	Highest	SqFt	How Many?
Ranch	\$285,000	\$305,000	1224-1551	2
2 Story	\$350,000	\$435,000	1997-2488	4
Bi-Level	\$375,000	\$375,000	1157	1
Tri-Level/Multi Level	\$349,900	\$380,000	1104-2042	4

If you are thinking of selling this year, PLEASE call me! Don't miss out on this seller's market!

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The LPS Top 10

1. All three LPS high schools — Littleton, Heritage and Arapahoe — are nationally recognized and award winning. They have been featured in Newsweek's "Top High Schools in America" and 5280's "Best High Schools."
2. LPS high schools have the highest graduation rate and the lowest dropout rate of any high schools in the Denver metro area.
3. 90 percent of LPS graduates indicate they are college-bound. LPS seniors earn \$40 million annually in college scholarships.
4. LPS consistently has a high number of National Merit Scholars, Boettcher Scholars and Presidential Scholars. Each year, students earn appointments to U.S. military academies.
5. Such success in high school is possible because of the strong academic foundation built over time in LPS elementary and middle schools!
6. 20 percent of LPS students are open enrolled. That is the highest percentage of any school district our size or larger in the Denver metro area.
7. LPS is the highest academically achieving school district in the Denver metro area, ranked #1 overall in achievement in reading, writing and math as measured by state assessment tests.
8. LPS is the only Denver metro area school district to be Accredited with Distinction five years in a row! This is the highest academic accreditation rating given by the Colorado Department of Education.
9. LPS leads the rest of the country in 21st century learning. More than 15,000 computers, laptops and Chromebooks are in use by students and staff in LPS. LPS offers one-to-one computing learning environments in all 5th grades and in all language arts classes Grades 6 through 10. LPS teachers are known internationally for their use of instructional technology. LPS students consistently win state and national competitions in Science, Technology, Engineering and Math (STEM).
10. LPS teachers are caring professionals who devote their time and talent to helping each and every student achieve to his or her highest potential. LPS teachers average 12 years of experience and 79 percent have master's degrees or above.

Arapahoe Warriors are UNSTOPPABLE!

There is so much good going on at Arapahoe High School. On any given day (except Sunday, it's mighty quiet there on Sunday) you are bound to catch a fierce competition going on at the school. And this year the Warriors have had all kinds of success on the fields, the links and the cross country courses this fall. The Warrior Marching Band and Color Guard put together excellent performances at the CBA State Marching Band Championships, placing 6th in 5A competition with their highest score of the year. The Arapahoe Boys Golf Team won the centennial League Championship, placed second at regionals and placed fifth in state. The Boys Soccer Team is Centennial League Champion and begins their quest for state recognition. The Warrior Football Team is undefeated and earned the Centennial League Championship with one league game still to play. They should be a contender for the state title. Boys Cross Country won Centennial League Championships and the girls finished 4th. At the 5A Regional meet the boys took first and girls took third. Warrior Cross Country looks to be a force to be reckoned with at state. Nicely done, Warriors, and good luck to those still competing at state!

—Dale Rottschafer,
married to AHS teacher and
parent to a Warrior

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LPS Freshman Showcase Nights

All three Littleton Public Schools high schools are hosting showcase events to help this year's 8th graders, interested high school students, and their families learn more about the high school experience in Littleton Public Schools. Events are planned as follows:

- Heritage High School Showcase Night; Tuesday, November 3, 2015, 6:30 p.m., HHS Theater
- Littleton High School Lion Pride Preview & International Baccalaureate Programme Info. Night; Thursday, November 5, 2015; 6:30 p.m., LHS Theater
- Arapahoe High School Freshman Showcase; Wednesday, Dec. 2, 2015; 6 p.m., AHS gym

Littleton Symphony Presents a Free Children's Concert

Oh the Music You'll Hear - The Sneetches
Saturday, November 14, 2015, 2:30 pm
Littleton United Methodist Church

Join the Littleton Symphony Orchestra for their annual FREE children's concert! Bring the whole family to hear "The Sneetches" by Dr. Seuss, set to delightful music, with narrator, Big Jim Condor. This wonderful anti-bullying story speaks to all of us, no matter what our age. We will also feature a shortened program just for kids, a drawing for prizes and you might just get the chance to help Maestro de Lemos conduct the orchestra! Don't miss it! No tickets needed. Doors open at 2:00 p.m.

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The Internet Changes How We Raise Kids

Parents used to consult Dr. Spock's Baby and Child Care or their own mothers and fathers for advice on raising children. Nowadays they have a different resource: the Internet.

According to a recent Pew Research Center Study, eight out of 10 parents with kids under age 18 say they've found useful childraising information on social networking sites like Facebook or Twitter, and four out of 10 find helpful emotional support from their online networks. Approximately one-third of moms and dads say they've "crowdsourced" social media for solutions to parenting issues.

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A HELOC allows you access to draw on your line of credit for up to 10 years and the payback is based on 15 years. During the draw period, you only pay interest on the amount you owe. A HELOC is a good solution for ongoing projects.

Both programs feature attractive rates and flexible terms. And, the interest you pay on your home equity loan may be tax deductible.**

Call for a free value check and rate quote



Metrum Community Credit Union

* APR=Annual Percentage Rate. Rate subject to change without notice.
 Rate is based on loan type, term of loan, credit score and loan to value.
 HELOC 3.25% APR is floor rate and is variable based on the Prime Index Rate. All Home Equity Loan programs are secured by dwelling.

** Consult your tax advisor for details.

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Classified ads are \$3.00/line for 2015 (about 40 characters/line). Contact Colorado Lasertype at 303-979-7499 or getinfo@ColoradoLasertype.com to place an ad. To view our display ad prices, visit our website at www.ColoradoLasertype.com. The deadline for placing a classified or display ad is the 15th of the month for the next month's issue (i.e., 15th of Sept. for Oct. issue), except the January issue, which has a deadline of December 5th.

Help needed cleaning model homes. Early on Friday or Saturday mornings. Call Lynette 303-549-5140.

Captain Honey-Do! Handyman Services. We've grown! Call today for larger jobs as well: removing popcorn ceiling to window replacement. 303-981-0615.

Help needed cleaning model homes. Early on Friday or Saturday mornings. Call Lynette 303-549-5140.

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Haul it 4 less. Junk/Debris Removal 4 less. We take all furniture, junk & yard debris & Hot Tubs. Cheap appliance removal. Not much more than a roll off-we do labor. Peter 303-249-1980. www.haulit4less.com.

HOUSE Cleaner. This One is different! She's hardworking, reasonable, trustworthy and pleasant. We have been using her for over 5 years and have only great things to say about her! Feel free to call Marnie Stern 303-523-6692, or email me at marnkidz@gmail.com. This amazing house cleaner's name is Kinga and her info is 720-240-6262 and gabryska85@yahoo.com

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Teen Services

To add your teen's name, please call **Dale Rottschafer** at **303-761-4539** and leave the following information: your name, age, phone number and the categories you would like included. Categories: **(B)** Baby-sitting * Red Cross Cert. for CPR **(L)** Lawn care **(S)** Snow removal **(P)** Pet & House sitting. You must be a dues paying member of the Southglenn Civic Association to have your name listed. *No recommendation or endorsement of any of the names on this list is implied or stated by the homeowners association board or Colorado Lasertype.*

Celeste B.	17	B*/P
Ellie B.	14	B*/P
Ella C.	13	B*
Paul C.	16	L/S
Rose C.	15	B*/P
Chanda E.	16	B
Tyson G.		
Ashton H.	12	B*/P
Sadie H.	15	B*/P
Lily K.	13	P
Sierra K.	14	B*/P
Scotty M.	16	S
Matthew N.	15	B*/S
Elizabeth P.	12	B/P
Riley R.		
Cale S.		
Nicholas S.	17	L/S
Bohdan T.	14	L/S

Social Media: Avoid Mistakes That Can Harm Your Career

Whether you're looking for a job or just trying to hold on to the one you have, beware of these social media errors that can damage your career prospects:

- **Complaining.** Think twice before griping online about how boring your job is or how much you hate your boss. Such negative comments can be widely seen and easily come back to haunt you. Remember that everything you post online is public, and don't assume no one will ever notice.
- **Careless comments.** Avoid posting jokes or sarcastic comments about the day's news. What seems funny in the moment can strike a nerve or prompt a backlash. Keep your tone professional and polite, even when talking among friends.
- **Exaggeration.** This is especially dangerous for jobseekers, but it can trip up experienced veterans as well. Don't cite qualifications or degrees you don't actually have. Pretending you graduated from a particular university when you only took a few classes there can land you in hot water whether you're applying for a job or you've been working for years.
- **Failure to network.** Facebook, LinkedIn, and other social media sites are great opportunities to make connections that will support your career. Don't just fill up your newsfeed with jokes and cartoons. Reach out to people who can help you – and whom you can help in return.
- **Not managing your online image.** Use the highest privacy settings on all your social media outlets to avoid being hacked. From time to time, search for your own name on Google, Bing, and other search engines. You might find false information, or other people with the same name you don't wish to be associated with. Review your own posts and remove anything that's out of date or that might send the wrong message



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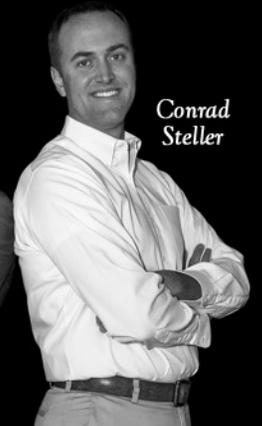
~ Erica H.

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