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AGE-PROOF *your* BUSINESS PROFILE

Melissa Erickson

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It's been more than 50 years since the Age Discrimination in Employment Act of 1967 was passed, but ageism is alive and well.

"Whether there's a conscious or unconscious bias, it's still taking place," said TopResume career expert Amanda Augustine, who has tips to age-proof your business profile.



FREEPIK.COM / MCN

Make your pitch

Looking for a new job or making a career change can be tough, but let your experience stand out.

"Focus on your qualifications," Augustine said.

Streamlining your resume doesn't mean you are hiding your age.

"Look at it through the lens of what you want to highlight and what you want to downplay," she said.

Cut off dates after 10 or 15 years. Keep what's most relevant.

You may feel proud of old accomplishments, and it can feel personal to suppress them, but stick to what's most relevant to the job you are seeking, Augustine said.

"Limit your resume to two pages. Curate the information you include," she said.

While focusing on the last 10 to 15 years, you can still make mention of other achievements.

"Show the progression of your career," Augustine said. Include company name, location and job title, but exclude older dates such as graduations or certifications.

Companies are most interested in how your job history relates to the current role you're applying for, Augustine said. Exclude irrelevant information.

"If you held two roles, eliminate the less useful one," Augustine said.

Recruiters spend less than 10 seconds looking at a resume.

"You want the best, most relevant version of your career story, not a transcript of everything you've done," she said.

Mind the gap

Showing a continuity of employment is beneficial, so if you've had an employment gap there are two ways to go: Play it down and don't call attention to it, or highlight how you've kept your skills sharp.

With the job market as it is now, a job gap does not carry the same stigma as it may have previously, Augustine said.

Play with your dates. Instead of mentioning a month and year with start and end dates, just list the year to represent it as a smaller gap, Augustine said.

Address a career gap positively. Include skills-based volunteering, pro bono work, freelance gigs, and how you exercised your skills or learned new things while unemployed, Augustine said.

No-no's

Do not include a photo, which is a top 10 dealbreaker for many recruiters, Augustine said.

Employers do not want to open themselves up to discrimination lawsuits. If a photo is required for your work, it should be a separate document, Augustine said.

Do not include your home address. If you're looking for a local job, include city, state and ZIP code.

A professional email address is essential. Use your name and get a free Gmail account at [google.com/gmail](https://www.google.com/gmail).

Include one phone number; it should be a cell number.

"Google your name on a monthly basis. If nothing pops up, that's equally as bad" as negative results, Augustine said.

Recruiters are checking out social media. Get a LinkedIn account at the least.

"LinkedIn now allows people to put a frame around their picture that shows they are looking for a job," Augustine said.

Avoid two spaces after end punctuation. It's a telltale sign you are older.

Get up to speed

"Be cognizant of technology software and systems," Augustine said. If the job requires certain knowledge, Google it. Reach out to a tech-savvy friend in your network.

"Show you are dedicated to learning new things and willing to grow," Augustine said.

KEEP your NECK looking good



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Melissa Erickson

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Life can be a pain in the neck, especially for women who have body image issues with, well, their necks.

"It's so common. Women come in and complain about a specific body part: Their neck, jowls or sagging skin. Once you hit 50 the neck starts to change," said Dr. Andrew Ordon, professor of plastic surgery and co-director of the Aesthetic Surgery Fellowship, Keck School of Medicine of the University of Southern California and co-host of daytime talk show "The Doctors."

As we age, the skin and bones of the neck start to change.

"There's more fine lines and wrinkles. Skin becomes crepe-y," Ordon said. "You lose volume in the face as fat shifts downward. Gravity has its affects, and things start to sag."

Bone density decreases also are a normal part of aging.

"The bones of the jaw do shrink. Osteoporosis can play a part with laxity and loose skin in the neck and jawline," said Ordon, a board-certified Beverly Hills,

"Studies have shown that specific toning exercises don't do much, but it's important to keep your neck muscles strong."

DR. ANDREW
ORDON

California, plastic surgeon and author of "Better in 7: The Ultimate Seven-Day Guide to a Better You."

Menopause also causes changes in the skin as lower levels of estrogen can lead to sagging, wrinkling and thinning, Ordon said.

"As we age the body makes less collagen, resulting in less elasticity in the skin," he said.

Some women prefer to camouflage their issues with statement jewelry, fitted turtle-necks or other flattering necklines.

"If you choose the right kind of clothes, you can feel better about yourself, but don't forget about common sense good health," Ordon said. "Eat right, exercise and try and stick to a stable weight. Exercise and diet play an important role in how you look."

Staying active can help a person feel better about themselves.

"Studies have shown that specific toning exercises don't do much, but it's important to keep your neck muscles strong," Ordon said. Consider stretching exercises like chin tucks and side-to-side neck tilts and turns, but check with your doctor if you experience any pain, Ordon said. Yoga can help strengthen neck muscles, too.

Moisturize and hydrate to decrease fine lines and wrinkles and always use sunscreen, Ordon said. Facial moisturizers work well on

the neck so you don't need to buy a specific product, but there are plenty available. Neck creams are usually thicker and more moisturizing than face creams.

Ordon is a spokesperson for Crepe Erase, "a natural product that allows the skin to bounce back," which is a blend of plant extracts that help promote healthy collagen and elastin.

Common neck moisturizers may include retinol, hyaluronic acid, peptides, ceramides and vitamin E or C to plump up skin and decrease fine lines.

Family history plays a role, too.

"If you parents had turkey gobblers, you may have one, too," Ordon said.

Avoid weight fluctuations.

"Yo-yo dieting — gaining and losing weight — leads to a loosening of skin on the face and body," Ordon said.

Avoid inflammatory foods and processed sugars and opt for more fruits, vegetables and foods high in antioxidants, Ordon said. Avoid smoking and excessive drinking.

Before opting for dramatic measures like surgical face lifts, try skin tightening radio-frequency therapy, which uses energy (heat) to increase production of collagen, Ordon said. Smaller procedures such as temple lifts, neck lifts and mini face lifts are also available.



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Melissa Erickson

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Isolated from others over the past year, many Americans turned to pets for companionship, with an estimated 11.38 million households adopting a pet during the pandemic, according to the American Pet Products Association.

Pets aren't cheap, though. Nearly two-thirds of new pet owners experienced some financial hardship in affording basic pet care costs, with 13% of owners giving up their pets because of the financial challenge, according to the Mars Pet-care Pets in a Pandemic report.

If you have recently adopted a pet or are thinking about doing so, there are ways to lower care costs.

"Adopting a pet is an investment of time, resources and space in your heart and your home. It is good to be aware of costs that may come with keeping a new pet healthy and happy, and I recommend including pets in the family budget to save for any larger expenses that may occur unexpectedly," said Dr. Kurt Venator, chief veterinary officer at Purina. "Pet insurance is also an option to consider."



New pet



Food

A general rule is the bigger the pet, the higher the cost for food.

"It's fair to assume that pet food expenses will be more for larger breed pets because their recommended feeding amounts will be significantly more than, say, a small breed dog," Venator said.

Smart shoppers should do their research. Quality pet foods that are both complete and well-balanced are available at all price points, he said.

"Overall, the best thing you can do for your pet's health and your budget is to prevent disease through feeding a quality diet at the recommended portions, providing regular daily exercise and giving your pet lots of love," Venator said.



parent?

Tips to keep costs low

Keeping clean

“One tip that a lot of pet owners may overlook is brushing your pet’s teeth. A number of health concerns can stem from oral health problems,” Venator said.

By age 4, most dogs and cats show signs of oral disease due to lack of consistent care at home, he said. While it’s not always feasible, Venator recommends brushing your pet’s teeth daily using a pet-approved toothpaste. Avoid human toothpaste, which may contain toxic ingredients to pets.

Cut back on grooming costs by managing the task yourself. Brushes, nail trimmers and even a good bath at home can help extend the time between professional grooming visits, Venator said.

“I love the Bissell Barkbath because it keeps the water and mess contained for easier at-home bathing, but a good shower or outdoor hose bath is always an inexpensive option,” he said. “Just be sure to use dog-specific shampoo. And to help avoid the infamous dog shake, bathe your dog’s head last.”



Health care

Vet visits are an investment in your pet’s health.

“Just like for humans, preventative care is key to staying ahead of health concerns that could become much more serious and expensive to treat later on,” Venator said.

The rule of thumb is at least one veterinary visit per pet, per year, but the frequency of vet visits will often vary by life stage and overall pet health, he said.

Ask friends and neighbors for recommendations to find a vet that doesn’t charge exorbitant rates.

“Not only can you get a good understanding for the costs of routine examinations and procedures, but you will also be able to see how the personality of the veterinarian and culture of the clinic aligns with your mindset; a good fit between the pet owner and veterinarian is important because he or she and their staff will be your trusted partner in your pet’s health for years to come,” Venator said.

Look for a veterinarian who is Fear Free certified, which indicates they are using the latest techniques to keep your pet comfortable during their visits, he said.

Keeping your pet at its ideal weight helps keep costs lower because obesity impacts overall health and happiness.

“Obesity puts additional stress on the body and organs, increasing the likelihood of diseases with potentially negative health outcomes, such as osteoarthritis in dogs and diabetes in cats,” Venator said. “Making your pet’s health a priority by keeping him at an ideal body condition will certainly make a big difference in his daily life and activity level, and Purina has research to show that it may also add years to his life.”

Follow feeding guidelines and the advice of your pet’s veterinarian, he said.



PHOTOS: FREEPIK.COM

“Just like for humans, preventative care is key to staying ahead of health concerns that could become much more serious and expensive to treat later on.”

DR. KURT VENATOR, PURINA



Eggs & cholesterol

Experts say take the whole diet into account before swearing off eggs

Melissa Erickson

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USA TODAY NETWORK

Whether eggs are good or bad for your cholesterol often depends on what you're eating with them.

With 6 grams of protein, vitamins and nutrients yet no sugar or carbs, eggs are an affordable wonder food. On the other hand, eggs are naturally high in cholesterol.

"As with any other food, a person's egg intake should not be viewed in isolation, but rather as a part of a person's diet pattern and lifestyle," said clinical dietitian Aidan Gilmore, University of Iowa Hospitals and Clinics.

Eggs are an inexpensive source of high-quality protein and other essential nutrients including:

- Vitamin D, which is important for bone and immune health.
- Choline, which is important for brain function and memory.
- Unsaturated, heart healthy fats.
- Lutein and zeaxanthin, which are important for vision and may help decrease the risk of developing age-related macular degeneration and cataracts.

"Another benefit of eggs is that they require minimal cooking time and skills, and are soft and easy to chew," Gilmore said. "Often as people age, meat becomes tougher to chew, swallow, digest, and intake drops. Substituting eggs can make up for that decrease in protein intake."

Eggs often get a bad rap due to previous guidelines recommending limiting dietary cholesterol intake to a certain number, Gilmore said. Earlier studies found a link between eating eggs and heart disease, but more current research takes a wider look at the entire meal plate as well as how eggs are cooked, such as if they are

"A smaller percentage of people may see a small increase in total cholesterol and LDL, or 'bad' cholesterol. Eating eggs may slightly increase HDL, or 'good' cholesterol."

AIDAN GILMORE

as a part of a healthy diet," Gilmore said.

The data is mixed when considering whether eggs are good or bad for your cholesterol levels, he said.

"The majority of observational studies have not found a significant association between dietary cholesterol intake and cardiovascular disease, stroke and heart attack. Some interventional studies have found an increase in cardiovascular disease risk, especially in those with diabetes. Most cholesterol-containing foods are high in saturated fat, which is generally considered less heart healthy. That being said, studies investigating an individual food or nutrient are difficult given a food or nutrient doesn't exist in isolation," Gilmore said.

For most people, dietary cholesterol intake — and therefore egg intake — does not affect blood cholesterol numbers, he said.

"A smaller percentage of people may see a small

fried in butter.

"Current guidelines recognize the lack of scientific evidence to support putting a defined limit on dietary cholesterol intake, which means that eggs can be enjoyed

increase in total cholesterol and LDL, or 'bad' cholesterol. Eating eggs may slightly increase HDL, or 'good' cholesterol," Gilmore said.

Most healthy people can eat an egg a day without increasing health risks, but the determination depends on many other factors and what other foods a person is eating.

"One egg a day as a part of a healthy diet which includes plenty of fruits and vegetables, whole grains and other lean proteins would be a sensible approach," Gilmore said. "If someone doesn't eat meat or their diet is otherwise low in saturated fats, they may be able to reasonably include more eggs in their diet than a person who is eating meat."

Egg whites provide protein without cholesterol but at the cost of the other nutrients.

"In addition, the fat in egg yolks can help someone feel fuller and more satisfied at a meal compared to just eating egg whites," Gilmore said. "A common solution for a person wanting to reduce their overall cholesterol or saturated fat intake while still getting the benefits of the whole egg is to combine a couple of whole eggs with a couple of egg whites."

Cardiovascular health depends on many factors.

"Including eggs in a person's diet is less likely to make as big of an impact as, say, smoking," Gilmore said. "Bottom line, eggs in moderation can be a nutritious part of a healthy and varied diet. Don't stress over individual foods too much — stress management plays an important role in health as well."





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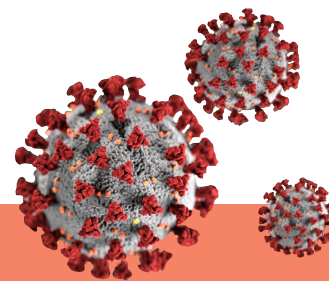
YouFirstVT.org

Answers to new questions about COVID-19

Melissa Erickson

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Coming out on the other side of the pandemic, questions still exist. Dr. Lauren Southerland, emergency medicine specialist at Ohio State University Wexner Medical Center, has answers.



FREEPIK.COM

Q: Will the vaccine interfere with my prescription drugs?

A: The vaccines have been given to over a billion people and so far, no drug interactions or problems have been found. If you normally take a daily anti-inflammatory such as acetaminophen (Tylenol) or ibuprofen, you may continue taking them as prescribed. If you do not take any anti-inflammatories daily, then do not “pre medicate” before getting your vaccine dose. This could possibly decrease your immune response to the vaccine, which is what we are trying to create. About a third of people will get some muscle aches, headaches or mild fevers or chills 12 to 24 hours after receiving the vaccine. This means your body is creating a good immune reaction. It is OK to take an anti-inflammatory at that time to help with any uncomfortable symptoms, just as you would if you felt that way from a common cold virus.

Q: What should I expect after my vaccine? Should I still wear a mask?

A: Recent studies out of Israel suggest that people who are vaccinated are very unlikely to transmit the virus unknowingly to others, but until we know for sure, for your safety and that of your loved ones, continue to maintain social distancing and wear masks.

Q: What should we know about the lingering effects of COVID-19, especially among older folks who were hospitalized?

A: Most people who get sick with COVID-19 will recover well, but some (estimated at 10%-30%, but we don't know for sure) will have longer symptoms such as fatigue, “brain fog” or difficulty with memory and concentration, and lingering shortness of breath. Rehabilitation with physical and occupational therapists can help a lot, but older adults in rural areas are far less likely to receive rehab services. A stay in the intensive care unit for severe COVID-19 infection almost guarantees that you will have some delirium and muscle wasting, and good rehab services afterwards can help.



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- Get answers to commonly asked questions

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