



Hollis Brookline High School

September 24, 2010
www.hbhs.k12.nh.us

Some thoughts from the Principal ...

The 2010-2011 school year opened very smoothly with business as usual. Our freshmen, transfer and exchange students were welcomed at Orientation Day on September 1st with more than 100 upperclassmen coming in a day early to help out with lockers, the activities fair and the Ice Cream Social. We appreciate the upperclassmen giving up their last day of summer to help with our freshmen and transfer students! Everyone else arrived on September 2nd and the year really got underway. At this point, summer is a wonderful memory and school is in full swing! Clubs have started, sports are very active, and the school is abuzz with lots of activity!

Along with new students, HBHS is also very pleased to welcome several new staff members; Linda Barrow in Art, John Connarn returning in Art part-time, Rod Brown and Alison Picc in Mathematics, Nathan Warren in Social Studies, Robert Upton, AV Tech and of course we are all happy to have Tim Kelley in the building in Mathematics. Also, we have a returning veteran, Julie Whitcomb, filling in for Trudi Thompson's maternity leave.

During the first week of school, individual class meetings were held to review handbook changes. The handbook was posted on our website and emailed home to each family. Please be sure to review the handbook with your son/daughter. Also, make note of the policies on medication and truancy as they have changed a bit. We are currently working on an update to the bullying policy.

The high school has moved to a new email system with new addresses for all staff, (firstname.lastname@sau41.org) and a new website address is: <https://sites.google.com/a/sau41.org/hbhs/>. For those new to our school – the website is an excellent source of information including daily announcements and the school calendar.

Parking permits have been issued and all students parking in the back parking lot are required to have a permit visible from their rearview mirror. Cars that are parked illegally or without permits may be towed at the owner's expense. Students who do not have a permit are welcome to park in the lower ballfield lots.

The Theater department held a wonderful reprisal of "Frogs," with Mr. Holding and Mr. Fox repeating their roles from last spring. This was great fun for both the audiences and the cast members. Auditions are already underway for the fall play "A Comedy of Errors" coming in November.

I am very pleased to announce that Hollis Brookline High School is recognized as a national Blue Ribbon School! The prestigious Blue Ribbon Award goes to only 304 schools out of 132,000 nationwide. Once again, I stand amazed, but not surprised at the wonderful accomplishments of our school. It is a great honor and a testament to the staff, students and families we have at Hollis Brookline High School. While this honor is being received at the high school, it is truly a tribute to the excellent education our students receive throughout their entire PreK – 12 educational experience. Students arrive at the high school with a solid academic base which allows us to build upon that at the high school. This is an award that recognizes the education that takes place in all of Hollis and Brookline. Both Tim Kelley, as former principal, and myself will be traveling to Washington, DC in November to participate in the award ceremony. If you would like more information on the national Blue Ribbon recognition, the following links will lead you to their website: <http://www2.ed.gov/programs/nclbbrs/index.html>
<http://blueribbon.rmccres.com/default.asp>.

I am also happy to announce the names of the six National Merit Semi Finalists for 2011. Congratulations to Jonathan Bower, Steven Griffin, Sarah McDaniel, Daniel Pallies, Alexander Roberts and Lasya Thilagar. HBHS also has 13 National Merit Commended Scholars whose names will be announced later this month. Students receive this recognition because of the high score they received on the PSAT test taken last October. With about 1.5 million students taking the PSAT, only about 3.3% receive a commendation letter and only 1% become National Merit Semi Finalists.

We, again, had a record number of students taking Advanced Placement exams. There were 186 students who took a total of 339 AP exams and our students performed extremely well. Of those tests taken, 84% received scores of three or higher. With a score of three, four, or five, colleges will most often waive the course at the college level. Please watch for the announcement of the date and time for our Academic Assembly this fall to celebrate the accomplishments of our students and the school. The communities of Hollis and Brookline can be very proud of all that our students have accomplished.

In other news, please mark your calendars for the following events: NECAP testing will take place for all juniors on the mornings of Tuesday, Wednesday and Thursday, October 5, 6 & 7. The PSAT exam will be administered to all Juniors and approximately 100 sophomore students on the morning of Wednesday, October 13th. Also mark your calendars for Homecoming on October 2nd, and the National Honor Society Induction is scheduled for Thursday, October 14th.

Cindy Matte

HBHS Athletic Booster Club

The 21st Cavalier Golf tournament was played on Monday, September 13th. A huge "Thank You" goes out to Molly Thibodeau, Bridget Rines and Dan Lorden. Their efforts were seen with a successful day on the course. Thank you also goes to those who donated baked goods and helped out during the day of the tournament. Finally, thank you to those who came out and golfed to support the athletes of Hollis Brookline High School.

With the new school year comes a new beginning to the athletic seasons. The kids are working hard at their fall sport and deserve to be rewarded for all their hard work and dedication.

Our primary function is to support the student athletic programs at the high school in areas that are not covered by the school athletic budget. It is our goal to support each athletic program and make it the best possible experience for our students.

Please help us in our efforts to support your children. There are many ways you can help with small increments of time. At this point we have a few people doing all the work. Please consider becoming a member of the HBHS Athletic Booster Club.

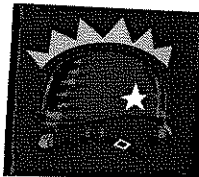
Thank you to the new faces that did join us on September 8th for our first meeting. We meet the second Wednesday of the month; please consider joining us for our next meeting on Wednesday, October 13th at 7:00 p.m. in the office conference room. If you have any questions, contact us.

Hollis Brookline High School Athletic Booster Club

Cindy Van Coughnett, President cwvanc@gmail.com
Debbie Tighe, Vice President tighe92@charter.net
Monica Rencken, Secretary renckens@charter.net
Regina Kozsan, Treasurer rkozsan@investorscapital.com

Selective Service Registration

The Selective Service System is an independent agency within the Executive Branch of the Federal government. The mission of the Selective Service System is to provide the number of men needed by the Armed Forces, within the time required, should Congress and the President decide to return to a draft, in the event of a national emergency. Registration is the process of providing the Selective Service with a name, address, phone number, and other related information about one's self. It is a civic and legal responsibility for every young man to register with the Selective Service within the time period starting 30 days before, and ending 30 days after, their 18th birthday. Register online at www.sss.gov, or pick up a registration card at any post office. If you have any questions, please see Mr. Winslow in Guidance.



A Note from your PTSA

Co-Presidents:

We had 16 people at our September meeting and would love to have more! Please join us at our October meeting which will be on Thursday, October 14th at 7pm in the cafeteria.

Old Home day was a success for us as we joined forces with the middle school grilling hot dogs and hamburgers. Each school raised around \$400.00! Thanks to everyone who volunteered. It was a great day with the parents and staff of both schools working together for our children!

We are very excited about our Parent Education Series this year. Our first presentation will be on Thursday September 30th at 7pm. The topic will be "A Night of Binge Drinking, a Lifetime on your Brain" Please visit our new website www.hbhsptsa.org for a full listing of all the programs being presented this year that were so thoughtfully planned by Monica Gallant.

Don't forget we are continuing to collect money for school directories and PTSA memberships!

There are always ways in which you can help! Stay tuned next month as we plan for the November Staff Appreciation Harvest Dinner for the staff.

Happy Autumn! Go Cavs!

Jill Russell russell33@charter.net

620-2825

Kristen Berry kbelllep@aol.com

465-7447

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Visit your PTSA at www.hbhsptsa.org, where
you'll find the list of officers & committees,
back issues of newsletters, and much more!
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IMPORTANT DATES AT HBHS

Thurs., Sept. 30	"A Night of Binge Drinking, a Lifetime on your Brain" Presentation: Souhegan Valley Boys & Girls Club Milford—6:30pm
Fri., Oct. 1	Senior Photos Due
Sat., Oct. 2	Homecoming weekend
Sun., Oct. 3	**Hollis Apple Festival**
Tues., Oct. 5-	NECAP testing—Juniors
Thurs., Oct. 7	
Fri., Oct. 8	** Early Release Day **
Fri., Oct. 8	Registration due for 11/6 SAT
Mon., Oct. 11	**Columbus Day—No School *
Wed., Oct. 13	PSAT testing—all Juniors
Wed., Oct. 13	Booster Club mtg.—7pm
Thurs., Oct. 14	NHS Induction Ceremony
Thurs., Oct. 14	SAFE HOMES presentation 7pm HBHS



Hollis Women's Club News

The Annual Hollis Women's Club Apple Festival and Town Band Concert will be held this year on Sunday, October 3rd on the Town Common, and they need your help! They are looking for students who want to earn some community service - and you'll get a free helping of Apple Crisp or Apple Pie to boot! There are jobs for face painters, Ways and Means help, outside workers, you name it! The festival runs from 2-4pm but you can volunteer for a portion or all of it. It's great fun and easy work to earn community service hours. Please contact Ginny Brooks at 889-4505 or grambrook@charter.net if you would like to volunteer.

The Hollis Women's Club is once again sponsoring a day trip to New York City on Saturday, Dec 11th. Leaving the Exit 6 Welcome Center at 6am, you'll have the day on your own to shop, view the holiday decorations, sightsee or catch a Broadway matinee! Seats are \$60 each and include roundtrip luxury coach bus, map, guidebook, and surprises! This trip sells out each time, so please call Susan Benz at 465-3607 or susan.benz@gmail.com if you are interested. The trip is open to all - families, spouses, neighbors, kids, friends - no need to be a member to join the group!

Parenting Corner

SAFE HOMES is a pledge-based, drug prevention program for parents/guardians of youth in Grades PreK through 12. There is no cost for membership. SAFE HOMES provides parents/guardians an opportunity to UNITE and communicate about issues regarding their youth. SAFE HOMES provides resources to parents/guardians to help send a clear message to all youth that there will be NO USE of alcohol, tobacco, and other drugs in the community.

Donna Arias from Beyond Influence will join our PTSA meeting on Thursday evening, Oct. 14 at 7pm to share more information about the SAFE HOMES program and to answer any questions you may have. You may also preview the program at www.gncpc.org. For more information, you can contact Monica Gallant at 672-6115.

Six Tips to Surviving the Teenage Years. No doubt one of the most trying times for parents and their children comes during that scary period known as the teenage years. So many changes occur in both them and us. This presentation seeks to remind us what makes up a teenager and presents practical strategies for us to deal with the everyday flash points that occur between parents and their teens. These six tips will serve as a guide for parents during this difficult time ... tips like picking and choosing your battles, being proactive rather than reactive, allowing your teen to exercise their freedom to choose and, at the same time, ensuring that they are held responsible for those choices. These tips can allow us and them to survive these crazy years while still loving one another.

1. Pick and Choose Your Battles
2. Have a Plan
3. Our Keywords
4. Their Evasions and Excuses
5. The Dream or the Nightmare
6. Boast and Brag

Keynote speaker, **Jack Agati**, will share a dynamic and encouraging presentation with real solutions to real life issues. Hollis Brookline PTSA S-Team will sponsor this educational workshop, free and open to anyone in the community, on **Wednesday, November 3, 2010, at 7 p.m., at the Hollis Brookline High School. For more information you may contact Monica Gallant at 672-6115.**

In accordance with Federal law and US Dept of Agriculture policy, this institution is prohibited from discrimination on the basis of race, color, national origin, sex, age, or disability. To file a complaint of discrimination, write: USDA, Director, Office of Civil Rights, Room 326-W, Whitten Bldg., 1400 Independence Ave., SW, Washington, DC 20250-2410

The Cavalier
Chronicle

The Cavalier Chronicle, the HBHS student newspaper, is published the third Friday of every month. Be sure to ask your kids to bring their copy home to share with you. We welcome parent input for story ideas by the first of every month (perhaps your teen is doing something newsworthy outside of school but is too shy to let us know). Additionally, business owners are encouraged to advertise with us. Please email your mailing address, and we'll send you a packet with pricing, sizes, and publication schedule. Contact Lin Illingworth at lin.illingworth@sau41.org or call 465-2269 for more information

From Your Guidance Department

Fall is always a busy time of year. This is particularly true for the counselors at HBHS and perhaps it would be helpful to share the activities and responsibilities that counselors have in this hectic season. Prior to the first day of school, counselors review schedules for all 900 students, balance classes and class size, review pre-requisites in classes, and double check senior graduation requirements. Counselors in the first few weeks of school spend a great deal of time helping freshman transition into the school and this year, with 30 transfer students and 4 foreign exchange students, the time expended has been considerable. Counselors also participate in 504 meetings, IEP meetings, student/teacher meetings and parent/student meetings. Students present in guidance with issues that range from peer issues, anxiety, depression, academic issues and all kinds of social/emotional concerns. Counselors will also meet with college admission representatives from over 70 schools, conduct an evening college presentation for parents/students, and meet in small groups with seniors. Counselors have spent over 20 hours in Naviance training (a comprehensive college and career web-site). Before the end of the month we will visit wellness classes and begin our work with the freshman. On top of this we will be continuously advising students on the college process and writing recommendations. Please know that the guidance staff is working very hard and tries their very best to meet the needs of our students and your children. We will schedule meetings as soon as possible and return phone calls and emails in a timely manner. That being said, the above schedule will hopefully allow you insight as to the demands we meet on a daily basis. As counselors we will equip your sons and daughters with all the information that will allow them academic, social and emotional success. We will continue to be honest, fair and an advocate during their stay here at HBHS!

Naviance is now accessible to our Hollis Brookline senior students. Students will be able to search careers and colleges using various tools in this program. Naviance will also allow the guidance department to send college application packages electronically. Seniors will receive an introduction into the program on September 24th and 27th. Parents will be sent a user name, password and instructions via mail. Within the last year or two colleges have expressed preference for an electronic delivery method and it will remove the cumbersome job of scanning in numerous documents. This transition from paperwork to electronic delivery is always tricky. We will support this new system with limited paperwork to ensure that no errors will occur. Future plans are being made to introduce the program to freshmen, sophomores and juniors later in the year. We are very excited about introducing Naviance and the increasing options students will have as we continue to utilize the program.

Senior News

Senior Letters and Credit Checks

Seniors and their families have recently received a letter from their school counselor reviewing their status for graduation. As you are aware, seniors must earn 23 credits to graduate from HBHS. The letter will inform you as to the credits previously earned and those still necessary to complete this year in order to achieve graduation. Please make sure that you review this information to ensure a happy

graduation day in June. Should you have any questions or concerns please make an appointment with your counselor as soon as possible.

Senior College Night

It is always wonderful to see the attendance that supports our evening presentations at HBHS! On September 16th we held the presentation and the evening was designed to review some of the intricacies of the college application process. It is helpful to have both students and parents attend. There are lots of deadlines, paperwork, applications, recommendations and test submission that needs to occur to ensure this process is done correctly. All of this information was covered during the evening presentation and the power point can now be found on the guidance portion of the HBHS website, along with all the color coded paperwork we presented.

We are grateful to our guest speaker, Sherry Christie, UNH Admissions Representative, for sharing a brief glimpse of the admissions office through the eye of a college representative. As approximately 90 students applied to UNH last year and 20 attended, it is helpful to hear about this very popular and increasingly selective university.

Senior College Small Groups

On September 24th and 27th, the school counselors will be meeting with senior students in small group forums. This will allow us to speak to all of our students in a more detailed fashion. We will review the common application, procedures, paperwork and answer questions specific to their situation and timeline.

College Admissions Visits at HBHS

We have an impressive list of college admission representatives visiting Hollis Brookline High School this year. As we know, college admissions has become increasingly more difficult and competitive over time. College interviews can be an important part of this process. Many schools do not offer an individual interview anymore which makes this person to person contact, during their visit to HBHS, a very valuable opportunity. Please review the list of schools below and check our website frequently as we are still receiving phone calls and scheduling more schools.

College Visits—Fall 2010

For Juniors and Seniors

In order to attend you must:

1. Obtain a pass from Guidance.
2. Get a signature from the teacher of the class you will be missing.

Just a reminder that you are responsible for any missed work.

<u>Date</u>	<u>Time</u>	<u>College/University</u>
Mon., Sept. 13	8:00am	Champlain College (VT)
	9:00am	U of Tampa (FL)
	10:00am	Becker College (MA)
	11:30am	RPI (NY)
Tues., Sept. 14	8:00am	Boston College (MA)
	9:00am	Boston Univ. (MA)
	10:00am	Drew Univ. (NJ)
Wed., Sept. 15	8:00am	NHIA (NH)
	9:00am	Moravian College (PA)
Thurs., Sept. 16	8:00am	MIT (MA)
	8:00am	Maine Maritime (ME)
Mon., Sept. 20	8:00am	School of Museum of Fine Arts (MA)
	8:30am	URI (RI)
	10:30am	Colby Sawyer (NH)
	11:30am	College St. Rose (NY)
	12:30pm	Babson College (MA)
	1:30pm	UMass/Amherst (MA)

<u>Date</u>	<u>Time</u>	<u>College/University</u>	<u>Date</u>	<u>Time</u>	<u>College/University</u>
Tues., Sept. 21	8:00am	Springfield College - (MA)	Tues., Oct. 26	7:30am	Johnson State U. (VT)
	9:00am	Bryant Univ. (RI)		8:30am	Case Western Reserve U. (OH)
Wed., Sept. 22	11:00am	St. Mary's (MD)	Wed., Oct. 27	10:00am	Mass. College of Pharmacy (MA)
	7:30am	WPI (MA)	Mon., Nov. 1	7:20am	Providence Coll., RI
	10:00am	Iona Coll. (NY)		8:00am	Green Mountain College (VT)
	11:00am	Wellesley Coll. (MA)		8:00am	Hofstra Univ. (NY)
Thurs., Sept. 23	1:30pm	Mt. Holyoke (MA)		9:00am	Endicott Coll. (MA)
	12:30pm	Assumption Coll. (MA)		10:00am	Nichols Coll. (MA)
Mon., Sept. 27	8:00am	SUNY Albany (NY)		11:00am	Univ. of So. Maine
	9:00am	Eastern Univ. (PA)		12:00pm	St. Michael's Coll. (VT)
	10:00am	UConn (CT)		1:00pm	Stonehill Coll. (MA)
	11:00am	Fairfield Univ. (CT)		(drop-off info only:	Radford Univ.
	12:30pm	Lakes Region Comm. Coll. (NH)	Wed., Nov. 3	8:00am	Castleton State, VT
Tues., Sept. 28	9:30am	UNE (ME)	Thurs., Nov. 4	11:30am	McGill University Canada
	10:30am	Airline Academy (ME)	Mon., Nov. 8	11:00am	Keene State (NH)
	11:30am	St. Anselm's (NH)	Tues., Nov. 15	10:00am	Mitchell Coll. (CT)
	12:30pm	Gordon Coll. (MA)			
	1:30pm	UMass Lowell (MA)			
Wed., Sept. 29	1:30pm	Tulane Univ. (LA)			
Mon., Oct. 4	8:00am	Northeastern (MA)			
	9:00am	Rivier (NH)			
	10:30am	UNH (NH)			
	11:30am	Leslie Coll. (MA)			
	1:00pm	Virginia Tech (VA)			
Tues., Oct. 5	8:00am	Marist College (NY)			
	12:30pm	Clark Univ. (MA)			
Wed., Oct. 6	10:30am	U of Maine/Farington (ME)			
Fri. Oct. 8	10:00am	Duke (NC)			
Tues., Oct. 12	8:30am	NHTI (NH)			
	9:30am	St. Joseph College (ME)			
	11:30am	Holy Cross (MA)			
	1:00pm	SNHU (NH)			
Wed., Oct. 13	8:00am	Western New England Coll. (MA)			
	9:00am	Plymouth State (NH)			
	10:30am	Montana State (MT)			
	11:30am	Husson Coll. (ME)			
Mon., Oct. 18	8:00am	Quinnipiac (CT)			
	9:30am	Nashua Comm'ty Coll. (NH)			
	10:30am	Johnson & Wales (RI)			
Tues., Oct. 19	9:15am	Suffolk Univ. (MA)			
Wed., Oct. 20	1:00pm	Bishop's Univ. (Canada)			
Mon., Oct. 25	8:00am	Wentworth Inst. Of Tech. (MA)			
	9:00am	Mt. Ida (MA)			
	1:30pm	Vanderbilt (TN)			

SAT Information

Registration for upcoming tests can be done through the College Board website, www.collegeboard.com. A paper version can be found in the guidance office should you require this. Deadlines are approaching quickly so be sure to register in time to secure the test location you desire. SATs are not administered at HBHS but local high schools such as Nashua High North and other neighboring high schools are utilized.

Test Date

October 9

November 6

December 4

January 22

Registration Deadline

September 10

October 8

November 5

December 23

ACT Information

In recent years the ACT has become increasingly popular with New England students. It differs in many respects from the SAT but primarily it offers a Science component. In addition, some colleges will accept the ACT in lieu of SAT subject tests which has also enhanced its popularity. The website for the ACT is www.act.org.

Test Date

October 23

December 11

February 12

April 9

June 11

Registration Deadline

September 17

November 5

January 7

March 4

May 6

Please be sure to check the Guidance Department website and read the daily notices for all new information!

<http://sites.google.com/a/sau41.org/hbhs>

SAT Services for Students with Disabilities

A student with a documented disability may be eligible to take PSAT/SAT tests with testing accommodations that support their disability. The student's case manager should be contacted for further details. These accommodations need to be applied for well in advance of the testing date.

NCAA

Senior athletes interested in participating in college athletics must register with the NCAA. This may be done online at www.ncaaclearinghouse.net. The NCAA Clearinghouse will require that transcripts be sent from HBHS. Students should advise their counselor of their registration. Students also need to send their SAT or ACT scores to the Clearinghouse.

Junior News

PSAT

We will once again be offering all our junior students the PSAT examination. The PSAT will be offered on October 13th. The PSAT serves as a practice test for the SAT and is the qualifying exam for juniors to participate in the National Merit Scholarship Program. All juniors will be taking the exam free of charge. Results of the exam will be distributed in early January. Counselors will be meeting with students individually to review the results. This exam is a lead in to our busy schedule with juniors which will occur in the spring, including an evening presentation, small groups and lots of information.

Sophomore News

This year HBHS will be offering the PSAT to sophomores as a practice exam. There will be a fee for this examination which will be offered on October 13th. Sign ups will be posted on the website and via announcement and should begin by October 1st in the guidance department. This is not a mandatory test and although many students may wish to take advantage of this opportunity, other students may feel this is not the time in their academic program to take it. Both scenarios are perfectly acceptable. We feel confident that we have ordered ample exams to cover all students who wish to test. Further information will be provided.

Freshman News

Orientation Day

We were very excited about our welcoming day for freshman and transfer students. With the help of all our staff and approximately 60 volunteers, new students were able to be greeted with balloons and cheers. Students served as guides throughout the day, assisting with lockers and the lunch room. In truth this day would not be a success without the enthusiasm that our volunteer students give and we, in guidance, remain very appreciative of their assistance. We hope this day provided a springboard for four years of academic, social and emotional growth.

Classroom Visits

School counselors visited with all of their students on the initial orientation day. We will be visiting students again later this month. Wellness class provides a great forum for us to visit with freshmen and help them in their transition to the high school. Our 9th grade students are welcome to come to guidance with any question and often feel a little shy – please encourage them to do so!

Communication

Please remember that in addition to this newsletter, essential information is often easily accessible on the website <http://sites.google.com/a/sau41.org/hbhs>. Guidance has created

many categories so that necessary information can be easily obtained. Also to assist with current information reading the daily notices is often a helpful way for parents to stay abreast of the information your children are receiving. We look forward to working with you throughout the year!

Career Services News

Internship, Work Study, and Job Shadow

Internships and work study are well underway for first semester. While it feels like we are barely settled into the new school year, it is time to start planning for second semester. Internships are a great way for seniors and juniors to explore career interests while earning credit towards graduation. There are many opportunities available to accommodate a wide variety of interests. Parents, if you think your workplace may be able to provide some sort of career exploration opportunity in the form of an internship, work study, or job shadow, please feel free to contact me for additional information. Students interested in taking advantage of this opportunity in the spring should make an appointment with Mrs. Sullivan in the Guidance Office to begin the process.

Medical, Legal, and Engineering Career Exploration Opportunities

- Elliot Hospital Medical Explorer Post
MedicalExplorers@elliott-HS.org
- Devine, Millimet & Branch Law Explorer Post
Heidi Foisy 1-800-221-0009

- BAE Systems' Explorer Post
emilyroy@baesystems.com

Career Headlines

College Education and Jobs:

- 63% of **all** U.S. jobs will require education beyond high school by 2018 according to the Georgetown University Center on Education and the Workforce.
- People with at least a college degree have higher employment rates during both a recession and good economic times.
- According to the Bureau of Labor Statistics, in May of 2010:
 - People 25 and older with at least a bachelor's degree had an unemployment rate of 4.7%.
 - Those with an associate's degree or some college had an unemployment rate of 8.3%
 - Those with only a high school degree had an unemployment rate of 10.9% High school dropouts had an unemployment rate of 15%

Career Headlines is a complimentary, weekly update on career-related topics. www.careersolutionspublishing.com