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Lisi Misa
being first duly sworn on oath deposes and says that she is a representative of the Anchorage Daily News, a daily newspaper. That said newspaper has been approved by the Third Judicial Court, Anchorage, Alaska, and it now and has been published in the English language continually as a daily newspaper in Anchorage, Alaska, and it is now and during all said time was printed in an office maintained at the aforesaid place of publication of said newspaper. That the annexed is a copy of an advertisement as it was published in regular issues (and not in supplemental form) of said newspaper on

Feb. 21, 28, Mar. 7/2023

and that such newspaper was regularly distributed to its subscribers during all of said period. That the full amount of the fee charged for the foregoing publication is not in excess of the rate charged private individuals.

Signed Lisi Misa

Subscribed and sworn to before

me this 10th day of Mar.

2023 Jada L. Nowling

Notary Public in and for
The State of Alaska.
Third Division
Anchorage, Alaska
MY COMMISSION EXPIRES
7/14/2024

Jada L. Nowling
ELECTRONIC NOTARY PUBLIC
STATE OF ALASKA
MY COMMISSION EXPIRES 07/14/2024

Anchorage Daily News - 02/21/2023

Partnering in the office: How to reset your relationship with your employees

LYNNE CURRY
THE WORKPLACE

You want your employees to work harder. They seem to expect a medal for what they're already doing. You want your employees to feel happy about returning to the office. They don't. They'd prefer to work remote. You handed out raises and expected your employees to thank you. Your employees reminded you their wages, even with the raises, haven't kept pace with inflation.

This disconnect may be so extreme that you can't find enough employees willing to work for what you're paying them. According to a recent Wall Street Journal article, many employers have left jobs unfilled because they can't afford to pay the wages employees demand.

If you're a manager or business owner struggling with the gulf between employee expectations and employer needs, here's what you need to realize. The freedom and flexibility of working from home during the pandemic changed the work orientation for many employees. Employees feel empowered by the leverage they gained in a tight labor market and don't see you or any current employer as their only option. From the employee perspective, "we're giving you 40 hours of our lives; what are you giving us and is it worth it?"

As another example for how differently employers and employees view reality, a recent survey of 20,000 people reported that while only 12% of leaders consider their employees productive, 87% of employees described themselves as productive. Meanwhile, U.S. productivity experienced its steepest decline in 74 years in the first quarter of 2022.

What's the solution? You need to reset your employer/employee relationship before the gulf between your needs and your employees' expectations further widens.

Start with employees you have. Learn what matters most to each one, and what — if they receive it — will make them commit. Does your employee most want schedule flexibility, challenging work, or to know they're on an upward trajectory? Which matters more: increased compensation, decision-making autonomy or skills development? You don't want to guess at what motivates your employee and reward your employee with a raise when what she/he craves is work-life balance, the freedom to work from home at least one day a week, or the chance to learn something new.

As another example for how differently employers and employees view reality, a recent survey of 20,000 people reported that while only 12% of leaders consider their employees productive, 87% of employees described themselves as productive.

Unless you arm yourself with this knowledge, you'll lose employees, especially younger ones. A recent survey reports a staggering 74% of 3,000 surveyed millennial and Gen Z employees currently are considering quitting due to a lack of professional development opportunities. As a result, employers that place all their bets on increasing employee wages and forget to provide training opportunities may lose out. This survey also reported that these employees' desire for work-life balance almost equaled their desire for improved compensation and benefits packages.

How do you find out what matters to your employees? Ask. Not knowing can cost you, particularly with employees already cruising job search platforms looking for new opportunities. Meet with each employee and say, "I want to talk with you about the key reasons you stay with us, and what matters to you as an employee. My goal is to learn what I can do to make us an employer of choice for you in areas we can control." Here's a full discussion on how to conduct this type of interview.

You also need to learn what your employees consider your deficits as an employer and what they consider de-motivating in their jobs so you can address fixable issues. Key questions that may give you the answer to retaining your employees and increasing their engagement and commitment include:

"If you were managing the team, what would you do differently?"

"What might entice you away from our organization?"

"What is it you're glad you've found in your work here, that you sense will keep you engaged and satisfied?"

"Is there anything you want to change about your job or department?"

"How does your job here measure up to what you want?"

"What is one thing that would make your job more satisfying and rewarding?"

(You can find a listing of more than 70 similarly useful questions in my book "Managing for Accountability.")

You may fear many of your employees will say, "I want it all. I want higher wages, greater flexibility, more training," and then add a dozen other requests. That's not my experience. In my 40-plus years as a business owner and management consultant, I've learned each employee has one or two sweet spots for what most matters to them. Find the sweet spot and give it to them. You'll have bridged the gulf between employer needs and employee expectations, and these employees will help you build a strong organization.

Lynne Curry writes a weekly column on workplace issues. She is author of "Navigating Conflict," "Managing for Accountability," "Solutions" and "Beating the Workplace Bully," and workplacecoachblog.com. Curry is president of Communication Works Inc. Send questions to her at workplacecoachblog.com/ask-a-coach or follow her on Twitter @lynnecurry10.

Friendship falters on unsolicited advice

AMY DICKINSON
ASK AMY

Q. Dear Amy: I have been friends with "Susan" for over 35 years. I have shared many extremely sensitive and delicate problems with her.

She has taken on the role of giving me lots of personal advice.

In the past her advice was helpful, but in recent years, it has become more intrusive. A number of times I have started a conversation by saying, "I just want to tell you about this. No advice about it is needed, please."

She listens and then directly defies my request and insists on giving her advice no matter what.

This situation is causing me a great deal of emotional distress.

I purchased a new house and over a period of six to seven months I didn't tell her. Why? Because I wanted to make the important decisions about what home to purchase, what neighborhood I wanted to live in, etc., and I knew that at some point if I told her, she would find a way to influence my decision-making.

When I did finally tell her — after moving in — she was shocked.

She has also given me legal advice — she is not an attorney, but her husband is — that was downright inaccurate.

When I pointed this out, she brushed it off.

I haven't talked to her in more than nine months. Why? Because she advised me about an aspect of writing my will which was completely inaccurate. I became so exasperated that I felt like exploding inside.

I've been so distressed that I haven't finished writing my will — even with my attorney's assistance.

I am in my 60s, female, and single. My friends are my family.

What should I do?

— Wanting to Turn Off the Advice "Faucet"

A. Dear Wanting: Hearing advice feels worse than someone merely expressing an opinion different from your own, because when someone offers advice, they are actually telling you what to do. And if this advice is unsolicited, they are assuming that you need it, perhaps because your own judgment is flawed.

Your internal reaction to all of this unsolicited advice is understandable.

However, you don't mention ever discussing this with "Susan." Your passivity has contributed to the problem.

Yes, you've tried to head her off at the pass, but that hasn't worked and so now you are absorbing all of this explosive rage, rather than risk telling this very old friend how her behavior affects you.

If you want to continue with this friendship, you should give Susan the benefit of knowing the intensity of your reaction to her unsolicited advice. Say, "I've stopped being in touch so often because I find your advice oppressive. I've been looking for friendship, not advice. Can we try for a reset?"

If Susan is so locked into her habit — or so dense — that she responds to this statement by offering advice, you could interrupt her: "Oops, there — you're doing it. That's exactly what has been bothering me so much."

Q. Dear Amy: While on our daily walks, my partner and I sometimes encounter one of our casual acquaintances who soon starts to tell us about one of his friends, whom we do not know at all, in great detail.

We politely nod and smile, asking a harmless question or two, while waiting for the conversation to end.

We do not want to be rude, but how do we politely tell this person that we just don't know who he is talking about?

— Clueless in Denver

A. Dear Clueless: If you broke into this monologue to say, "I'm sorry, but we don't know that person," your acquaintance would likely take the opportunity to explain, in detail, the stranger's backstory.

Nodding, smiling, and demonstrating patience are all positive qualities. Think of it as compassion cardio, which can be good for your heart health.

If you're on a walk and don't want to be interrupted, you could respond, "It's always nice to see you. We're going to press on. Have a great morning!"

And then you ease on down the road.

Q. Dear Amy: "Bereaved" was furious with her husband for posting an online "tribute" to her mother, including personal information.

You got it wrong. This information, including maiden name, etc., can easily be used to steal a person's identity.

Bereaved has every reason to object to this.

— Been There

A. Dear Been There: My point was that this information is already frequently included in death notices and obituaries. But you make an excellent point, and this is a valid reason to be aware of the risks of disclosure, even after death.

Thank you.

Contact Amy Dickinson at askamy@amydickinson.com or Ask Amy, P.O. Box 194, Freeville, NY 13068.

ENERGY

How to power a plane with leftover Chinese hot pot

Bloomberg News

There's a ritual involved in creating the perfect Sichuan hot pot and it involves fat — lots of it. Diners first immerse slivers of meat in a spicy soup rich in molten animal tallow, then dip each morsel in a plate of vegetable oil, before finally devouring it. It's a rich delicacy, one that produces about 12,000 tons of waste oil each month in the Chinese city of Chengdu alone.

So in 2016, a start-up began exporting some of that leftover restaurant grease to Europe and Singapore, where it gets recycled into fuel pure enough to fly airplanes.

Responsible for around 2% of the world's total emissions of planet-warming gases, the aviation industry is under pressure to find greener ways to power its jet engines. Several major airlines including British Airways, Cathay Pacific Airways and Delta Air Lines, have pledged to replace about 10% of their jet fuel with a sustainable alternative by 2030, and more than 50 have begun to experiment with it, but cleaner substitutes are still being developed.

Waste oil from kitchens is emerging as a major source of sustainable jet fuel because it doesn't displace food production or encourage deforestation to make way for crops. And China, with its large population and love for super-greasy hot pots, is already the largest exporter.

"Our mission is to make gutter oil fly to the sky," said Zhong Guojun, vice president of Sichuan Jinshang Environmental Technology, which is behind the project.

Waste oil from kitchens is emerging as a major source of sustainable jet fuel because it doesn't displace food production or encourage deforestation to make way for crops. And China, with its large population and love for super-greasy hot pots, is already the largest exporter.

The Chengdu-based company collects used oil, mostly from hot pot restaurants in the Sichuan capital of 16 million, and removes impurities such as sodium and metal particles. Its end product is a biofuel precursor usually called industrial mixed oil, which is then packed on ships that sail east along the Yangtze River to the port of Shanghai, from where it's exported to Neste Oyj, the world's largest producer of sustainable aviation fuel, and to global energy giants including BP and Eni, to be further refined into biodiesel or jet fuel.

Originally set up during China's food safety crisis to stop contaminated "gutter oil" from being filtered and sold back to food vendors, Jinshang began to export the leftover fat for industrial use in 2016, when demand for biofuels from international refiners first took off.

China consumes more edible oil than any other country — more than 41 million tons a year. So far, less than 3 million tons of it ends up in the supply chain for biodiesel, a major type of biofuel that's surged in price amid rising European demand, according to a report by state-owned People's Daily last year. That leaves a lot of room for growth, especially as governments and industry regulators tighten rules to meet emissions targets that are key to averting catastrophic global warming.

The International Civil Aviation Organization launched a carbon offsetting and reduction scheme in 2016 that encourages the use of sustainable fuels in addition to technical and operational improvements. The European Union is also tightening its rules, introducing new requirements that its planes and airports blend in 5% sustainable aviation fuels by 2030, gradually rising to 85% in 2050.

Sustainable aviation fuel remains much more expensive than its conventional counterpart but those targets are forcing airlines to respond, with some teaming up with start-ups developing cleaner technologies.

"When there is a demand, the supply will catch up, and the demand is already here," said Chong Cheng Tung, Associate Professor at the China-UK Low Carbon College, Shanghai Jiao Tong University. "So either you switch your fuel to green fuel, like bio jet fuel, or you have to pay a lot of premium for traveling."

Neste last year announced plans to invest 1.9 billion euros ($2.05 billion) to expand its renewable product capacity; it aims to be able to produce 1.2 million tons of sustainable jet fuel per year in 2026. And while there were only two firms in the world making sustainable aviation fuel at a commercial scale before 2021, several big players, including TotalEnergies, Chevron, Eni, and BP have since begun small-scale production and plan to ramp up, according to BloombergNEF.

"These companies will need to buy more waste cooking oil, and the Chinese market will for sure see growth," said Ye Hao, head of Jinshang's global business team.

Jinshang aims to nearly double its production capacity this year by building new facilities and collecting more oil from provinces beyond Sichuan, the company said. It also plans to build facilities to refine the gutter oil into biofuel itself.

Rising demand from airlines could eventually outstrip China's appetite for spicy hot pots, however. Waste fats, oils, and greases may be able to meet just over 4% of global demand for jet fuel by 2030, according to BloombergNEF's estimates.

"When we reach capacity and all these food waste oils have been utilized," said Chong, "then we have to look for other feedstocks."

BUSINESS BRIEFS

SOCIAL SECURITY AND MEDICARE: TROUBLING MATH, TOUGH POLITICS

WASHINGTON — It seems no one wants to cut Social Security or Medicare benefits. Not President Joe Biden, who's telling voters his upcoming federal budget proposal will "defend and strengthen" the programs. Not Republican House Speaker Kevin McCarthy, who's declared cuts to the programs off the table in negotiations to raise the federal debt limit.

There's just one glitch with these declarations: Social Security won't be able to pay out its promised benefits in a dozen years. Medicare won't be able to do so in just five years. Economists who've done the projections say both programs will drive the national debt higher in the coming decades, forcing tough choices for the next generation of lawmakers.

META TESTING NEW SUBSCRIPTION SERVICE FOR VERIFIED ACCOUNTS

Meta is testing a new subscription service that would let Facebook and Instagram users pay for a verified account. Meta CEO Mark Zuckerberg announced Meta Verified on his social media accounts Sunday. Testing will begin in New Zealand and Australia this week and will roll out to other countries soon.

For $11.99 per month on the web or $14.99 per month on Apple and Android operating systems, Meta will use a government identification to verify a user's account and give the account a blue badge.

Previously, Meta's blue badges were free and were reserved for notable public figures or businesses.

— Associated Press

Enlighten Alaska Old Seward, LLC is applying under 3 AAC 306.300 for a new Retail Marijuana Store license, license #34403, doing business as Enlighten Alaska, located at 7317 Old Seward Highway, Anchorage, AK, 99518, UNITED STATES.

Interested persons may object to the application by submitting a written statement of reasons for the objection to their local government, the applicant, and the Alcohol & Marijuana Control Office (AMCO) not later than 30 days after the director has determined the application to be complete and has given written notice to the local government. Once an application is determined to be complete, the objection deadline and application information will be posted on AMCO's website at https://www.commerce.alaska.gov/web/amco. Objections should be sent to AMCO at marijuana.licensing@alaska.gov or to 550 W 7th Ave, Suite 1600, Anchorage, AK 99501 and Attorney Jana Weltzin, Esq. at jana@jdwcounsel.com or JDW, LLC, 901 Photo Avenue, Second Floor, Anchorage, AK 99503.

Icy Ivan, Inc. dba Time Out Lounge located at 4600 Old Seward Highway, Anchorage, Alaska, is applying for transfer of a Beverage Dispensary AS 04.11.090 liquor license. The change in ownership involves the ownership interest transfer from Annabelle Ivanoff 100% to Kyle Ivanoff 100%. Interested persons should submit written comment to their local governing body, the applicant, and to the Alcoholic Beverage Control Board at 550 West 7th Ave., Suite 1600, Anchorage, AK 99501 or alcohol.licensing@alaska.gov.

March 13, 2023 3:13 pm (GMT -8:00) Powered by TECNAVIA

Anchorage Daily News - 02/28/2023

My manager seems to feel threatened by me, but why?

LYNNE CURRY
THE WORKPLACE

Q. When the company I worked for hit the skids during the pandemic, a large national competitor bought up our assets and client list. They also took aboard our best talent, including me. Although I once ran a branch office for a national corporation, I decided to step down into a lesser role when my husband and I moved to Alaska so I could spend time with our kids. Since I'd always loved technology, I took a job in IT. Like others who secured a position with our new employer, I breathed a sigh of relief. As my kids are now grown, I like the idea of working for a national corporation with advancement opportunities. That was before I met "Karen," our Alaska office branch manager.

Karen held an initial meeting with those of us being onboarded. She outlined what she expected of everyone in her branch. I wanted Karen to know I was glad to join the new company and called it "our" company. She startled me by bristling at my words and responded, "Our company but my branch".

Since then, and despite everything I've done to build rapport, our relationship has grown worse. Although I was told I report to the corporate IT manager, Karen let me know she supervised me because I worked in "her" office and that she would conduct my performance reviews. This didn't bother me. I've always been appreciated by whoever has managed me. Also, the corporate HR manager told her the corporate IT team considered Karen a rising star in the company.

Karen makes it clear I'm not to send emails she hasn't pre-approved to anyone on our corporate leadership. When I told her the corporate IT management set challenging targets for me, she loaded me down with multiple low-level "grunt work" projects with tight deadlines. I've been told she's disparaged me to my coworkers. She also "forgets" to invite me to meetings, making it hard for me to perform key elements of my job.

Because I know I need to build bonds with the coworkers who don't yet know me, I've offered to provide in-office training for them. Karen told me she'd allow that after I'd proved myself. When I outlined my first quarter accomplishments to Karen, she belittled their importance, saying she felt my predecessor had laid the groundwork for them.

Yesterday, Karen showed me a log she's keeping of my tardiness. Although I regularly work nine-hour days and am often the last to leave the office, her log shows each time I'm even two minutes late in the morning or returning from lunch. It doesn't show my departure times.

I'm not sure what's going on, and I don't have anyone to ask about this. I also don't know if it matters, but we're both African American and the only two African American individuals in our branch. What do I need to do?

A. Three possibilities come to mind. Karen may simply not like you. You may have qualities or behaviors such as arrogance, pushiness or a refusal to follow office protocols that get on her nerves. Or, and most likely, your presence in "her" branch threatens her.

Here's what leads me to suggest that. Your corporate leadership views Karen as a rising star. She may feel you intend to share that limelight and possibly outshine her. She may sense your ambition, having heard from others that you're excited to be in a larger corporation that allows advancement. Since you've managed a branch office, she may worry you see her position as your next steppingstone.

Her actions — loading you down with low-level tasks, forgetting to invite you to meetings, downplaying your accomplishments and disparaging you to others — are ones an insecure manager might use if threatened by a competent employee.

Here's what you need to do: Maintain your professionalism. Assess your own behavior and see if there's anything you need to change. Acknowledge your manager's authority. Build a strong, positive relationship with your IT manager.

Reduce the ways in which you appear to be a threat. Don't broadcast your interest in advancement — unless your IT manager wants to know if you'd like a position elsewhere in the country. Avoid entering into a power struggle with her; right now, she has more power than you do.

Keep a record of what's been happening. At a minimum, be prepared to counter your manager's record of the times you've been minutes late by documenting all the times you've stayed late.

Finally, you may need to research other positions, as your manager may be building a case against you.

Lynne Curry writes a weekly column on workplace issues. She is author of "Navigating Conflict," "Managing for Accountability," "Solutions" and "Beating the Workplace Bully," and workplacecoachblog.com. Curry is president of Communication Works Inc. Send questions to her at workplacecoachblog.com/ask-a-coach or follow her on Twitter @lynnecurry10.

After ghosting, this ex now haunts

AMY DICKINSON
ASK AMY

Q. Dear Amy: Many years ago, when I was in my early 20s, I dated a guy and fell in love. He broke up with me very abruptly and I was extremely broken-hearted.

Because of the abruptness of the breakup, how happy I was when I was with him, and some hints he made afterwards about regretting his actions, for years I felt like we had unfinished business. I never understood what happened.

However, the rational part of my brain told me that actions speak louder than words — he broke up with me and he never made any real attempt to initiate a reconciliation. It wasn't meant to be. We moved to different cities, I eventually met and fell in love with my now-husband, and, for more than a decade, my ex has not been in my life at all. No texting, no following on social media, no mutual friends … nothing.

My problem? Every six months or so, he appears in my dreams.

There are usually powerful feelings of love and longing in these dreams, and I wake up feeling sad and wistful. I love my husband and have a pretty great life, so I don't understand why this person haunts me.

Does this happen to other people? Surely at this point, the dreams and the feelings are not really about this guy, right? How can I get rid of him for good?

— Stop Haunting My Dreams

A. Dear Stop Haunting: The rational side of your brain understands these long-ago events.

But now your subconscious is trying to tell you something — and it will continue until you turn the dream inside out and decode its meaning.

I suggest that you look for patterns occurring around those times when you have this dream. Is something in your waking life triggering this dream? Are moments of stress in your marriage — or other relationships — bringing this on? Write down a detailed account of the waking period preceding the dream.

Also write down a detailed description and script of the dream itself — writing is important because the act of writing helps to open your mind, prompting thoughts and memories.

My theory is that this dream is about the unrealized possibilities of youth. Your first love might represent lots of other relationships or opportunities that in your mind remain unfinished or unfulfilled. Because of the abruptness of this breakup, you might have been left blaming yourself. Let yourself off the hook. Recognizing, facing, and accepting unmet goals or unfinished relationships, and forgiving yourself for your own actions or reactions should help you to write a new ending for this dream.

Q. Dear Amy: My dear grandma recently passed in a rather traumatic way. This has been devastating for our family — I'm an adult, by the way.

One of my best friends attended the entire funeral service, which meant a lot to me. Another best friend didn't come at all, and expressed her sympathy via text.

My sister thinks it's unnecessary for a friend to attend a service if they didn't know the relative who died.

I disagree.

Am I old-fashioned?

— N

A. Dear N: You're not old-fashioned; you're grieving.

Unfortunately, experiencing a loss like yours is often the primary way that any of us learn how important it is to actually "show up" for a funeral.

People are weird about funerals. Either they don't know, don't understand, or are extremely averse to attending a funeral — possibly because of their own negative experiences.

Your reaction is not uncommon.

After a traumatic loss, survivors can sometimes fixate on those who don't show up, don't go through the receiving line, don't express their condolences in expected ways … or at all.

Your sister's opinion is that only those who personally knew the deceased need to attend a funeral. Now that you've been through this, you understand that funerals are honoring the deceased but for the survivors.

Q. Dear Amy: "Scammed" reported being scammed by someone claiming to be a representative of PayPal.

Anyone who responds to an email or phone call with someone who coaches you to buy gift cards: This is a SCAM!

No legitimate business will ever ask you to buy gift cards!

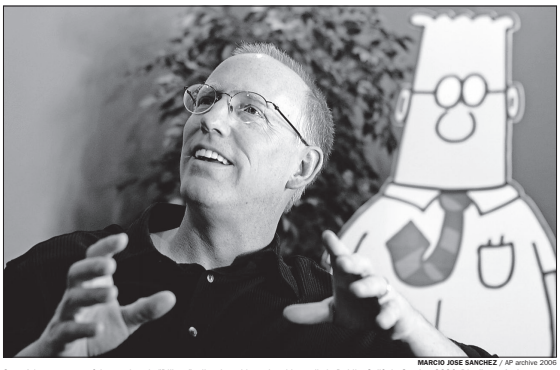
These scammers can capture credit card information and sell it to others who make purchases deducted from your accounts.

Store employees who are selling gift cards should be trained about these scams, and gently inquire about the gift card's intended recipient.

— Once Scammed, Twice Vigilant

A. Dear Twice Vigilant: I really like the idea of training store employees about this increasingly common scam.

You can email Amy Dickinson at askamy@amydickinson.com or send a letter to Ask Amy, P.O. Box 194, Freeville, NY 13068. You can also follow her on Twitter @askingamy or Facebook.



MARCIO JOSE SANCHEZ / AP archive 2006

Scott Adams, creator of the comic strip "Dilbert," talks about his work at his studio in Dublin, Calif., in October 2006. Distributor Andrews McMeel Universal announced Sunday it would no longer work with the cartoonist. In an episode of his YouTube show last week, Adams described people who are Black as members of "a hate group" from which white people should "get away."

ENTERTAINMENT

'Dilbert' creator Scott Adams loses distributor over racist remarks

The Anchorage Daily News is replacing the comic strip.

David Lieb
Associated Press

"Dilbert" creator Scott Adams experienced possibly the biggest repercussion of recent racist comments when a major comics syndicator, which also operates the GoComics website, announced Sunday it would it would no longer work with the cartoonist.

Andrews McMeel Universal said in a statement that the syndication company was "severing" its relationship with Adams. By Monday morning, Adams no longer appeared in searches on GoComics and "Dilbert" comics were gone from the website, which also features many top comic strips like "Peanuts" and "Calvin and Hobbes," as well as political cartoons.

(The Anchorage Daily News is replacing "Dilbert" with another strip, "Get Fuzzy," starting this week. Because the Sunday cartoon section is produced weeks in advance, it won't be replaced there until later in March.)

Dozens of newspapers, ranging from the Chicago Tribune, Los Angeles Times, San Francisco Chronicle and The Washington Post to smaller papers like the Santa Fe New Mexican and the Arkansas Democrat-Gazette — have said they would cease to publish "Dilbert." The strip, which lampoons office culture, first appeared in 1989.

In a Feb. 22 episode of his YouTube show, Adams described people who are Black as members of "a hate group" from which white people should "get away." Various media publishers across the U.S. denounced the comments as racist, hateful and discriminatory while saying they would no longer provide a platform for his work.

"This is a decision based on the principles of this news organization and the community we serve," Cleveland Plain Dealer Editor Chris Quinn wrote. "We are not a home for those who espouse racism. We certainly do not want to provide them with financial support."

The Andrews McMeel Universal statement said the distributor supports free speech, but Adams' comments were not compatible with the core values of the company based in Kansas City, Missouri.

"We are proud to promote and share many different voices and perspectives. But we will never support any commentary rooted in discrimination or hate," the statement jointly signed by the chair and CEO said.

While Adams' strips are no longer on GoComics, he maintains an extensive archive on his own website.

In a YouTube episode released Monday, Scott Adams said that new "Dilbert" strips will only be available on his subscription service on the Locals platform.

"They made a business decision, which I don't consider anything like censorship," he said of Andrews McMeel Universal, adding that his comments about Black people were hyperbole.

Adams had previously defended himself on social media against those whom he said "hate me and are canceling me." He also drew support from Twitter CEO Elon Musk, who tweeted that the media previously "was racist against non-white people, now they're racist against whites & Asians."

During the Feb. 22 episode of "Real Coffee with Scott Adams," he referenced a Rasmussen Reports survey that had asked whether people agreed with the statement "It's OK to be white." Most agreed, but Adams noted that 26% of Black respondents disagreed and others weren't sure.

The Anti-Defamation League says the phrase at the center of the question was popularized as a trolling campaign by members of 4chan — an anonymous and notorious message board — and began being used by some white supremacists. Rasmussen Reports is a conservative polling firm that has used its Twitter account to endorse false and misleading claims about COVID-19 vaccines, elections and the Jan. 6, 2021, attack on the U.S. Capitol.

Adams, who is white, repeatedly referred to people who are Black as members of a "hate group" or a "racist hate group" and said he would no longer "help Black Americans."

In another episode of his online show Saturday, Adams said he had been making a point that "everyone should be treated as an individual" without discrimination.

"But you should also avoid any group that doesn't respect you, even if there are people within the group who are fine," Adams said.

Christopher Kelly, vice president of content for NJ Advance Media, wrote that the news organization believes in "the free and fair exchange of ideas."

"But when those ideas cross into hate speech, a line must be drawn," Kelly wrote.

Enlighten Alaska Old Seward, LLC is applying under 3 AAC 306.300 for a new Retail Marijuana Store license, license #34403, doing business as Enlighten Alaska, located at 7317 Old Seward Highway, Anchorage, AK, 99518, UNITED STATES.

Interested persons may object to the application by submitting a written statement of reasons for the objection to their local government, the applicant, and the Alcohol & Marijuana Control Office (AMCO) not later than 30 days after the director has determined the application to be complete and has given written notice to the local government. Once an application is determined to be complete, the objection deadline and application information will be posted on AMCO's website at https://www.commerce.alaska.gov/web/amco. Objections should be sent to AMCO at marijuana.licensing@alaska.gov or to 550 W 7th Ave, Suite 1600, Anchorage, AK 99501 and Attorney Jana Weltzin, Esq. at jana@jdwcounsel.com or JDW, LLC, 901 Photo Avenue, Second Floor, Anchorage, AK 99503.

Icy Ivan, Inc. dba Time Out Lounge located at 4600 Old Seward Highway, Anchorage, Alaska, is applying for transfer of a Beverage Dispensary AS 04.11.090 liquor license. The change in ownership involves the ownership interest transfer from Annabelle Ivanoff 100% to Kyle Ivanoff 100%. Interested persons should submit written comment to their local governing body, the applicant, and to the Alcoholic Beverage Control Board at 550 West 7th Ave., Suite 1600, Anchorage, AK 99501 or alcohol.licensing@alaska.gov.

First National Bank Alaska

FORECLOSURE SALE

03/01/23 at 10:00 AM
Boney Courthouse
303 K Street, Anchorage, AK 99501

Property Type: Single Family Residence
2 Bedrooms / 1 Baths / 960 Sq. Ft.
Property Address: NHN SECOND ST LARSEN BAY Alaska 99624
2023 Appraised Value: $70,000.00
Minimum Bid: $56,000.00

PROPERTY SOLD AS IS, WHERE IS.
Call (907) 777-3392
Sale date and bid amount are subject to change

Surviving a negative, controlling and toxic boss

LYNNE CURRY
THE WORKPLACE

Q. My boss is negative, controlling and judgmental. He criticizes everything I do, which makes working for him feel like getting small knife cuts all day long. After his wife divorced him, he became increasingly difficult to work for. He makes caustic comments about "evil women" and seems to see me as a member of an enemy race. I find his behavior especially toxic as I divorced a similarly negative, controlling man a decade ago.

I'd quit, except there aren't that many jobs in Palmer that need someone with my skills or pay as much. To get a job that pays as well, I'd need to commute into Anchorage, but then I'd have to pay for gas and would lose two hours of my life to commute time. As it is, I don't have enough time with my kids.

I've tried to find an employer that will allow me to work remotely. I've had no luck and go home exhausted every night. What do you suggest?

A. Redouble your efforts to find a job in Wasilla or Anchorage where you can work remotely for at least part of the week. You can't keep working for him; he'll destroy your self-esteem. Once that happens, you'll lose the confidence you need to interview well and land a new job. Worse, you won't be able to show up as a strong, positive, centered mom for your kids.

Assuming you remain working for him, however, try the following:

Don't make his problem yours

Don't take his comments personally or allow his comments about your performance define how you see yourself. Each time he belittles you, remind yourself what you're doing well in your job and in handling the challenges your boss presents.

Don't sink to his level. Rise above his treatment by taking his finger off your buttons and responding with calm grace under pressure.

Stand your ground mentally and emotionally

Your self-worth comes from within. This means toxic bosses can't steal it unless you give them that power. If you catch yourself responding to his unfair criticism with your own negative self-talk, remember that your boss's words say much about him and nothing about you.

Create solutions

Play by your own rules and not your boss's toxic game. Where you focus your attention on your toxic boss, you prolong the negative emotions and stress he creates. Don't expect to change him; he'll defeat your efforts. Instead, focus on solutions. Take every action you can that gives you back power and control, including looking for another job.

For example, if you work for a passive-aggressive boss who covertly attacks, remember he fears directness. When he starts a snarky rant, ask, "What would you have me do differently?" By doing so you take control of the interaction, and he has to answer you. As another example, if you work for an overcontrolling boss, copy him on emails and flood him with regular updates. Overperform until he backs off. If he looks at the clock when you arrive at work and leave for the day, don't fret. Simply arrive and leave on time.

Detox through support

Toxic people take a toll. Strengthen yourself by developing and using allies who can provide you with new perspectives and insight. Even if you simply explain what's happening to a friend, she may suggest a new way to handle your boss. If nothing else, you'll feel better when you know others are rooting for you.

Outgun him

While toxic bosses may rule their organizations or departments, they don't rule the world. If your boss regularly makes derogatory comments about "evil" women, he subjects you to a hostile environment based on your sex. Record him. Then, take your recording to the Alaska State Human Rights Commission and ask them if his words and actions constitute illegal discrimination.

Finally, you may need to tell your boss, "This far and no further." You deserve better.

Lynne Curry writes a weekly column on workplace issues. She is author of "Navigating Conflict," "Managing for Accountability," "Solutions" and "Beating the Workplace Bully," and workplacecoachblog.com. Curry is president of Communication Works Inc. Send questions to her at workplacecoachblog.com/ask-a-coach or follow her on Twitter @lynnecurry10.

Ex-husband's troubled history burdens his family

AMY DICKINSON
ASK AMY

Q. Dear Amy: After many years of marriage and two children, my now ex-husband revealed that a few years before he and I met, when he was about 30 years old, he had a "consensual" sexual relationship with his 15-year-old, non-biological niece — his ex-wife's niece.

Everyone in their family found out about it and was upset — but nothing happened.

I was devastated by this information and other serious problems in our marriage, and we divorced. We've been divorced for seven years. Our children are 15 and 17 years old.

My ex and I still live in our hometown and share custody of our children.

I haven't told our kids — or my family — about this event.

I'm living in fear that my kids will find out one day and that they will resent me.

Holding onto this secret has cost me a price, personally. On occasion I look like the "bad guy" in our divorce, which is unfair to me.

I think my ex can still be charged for this crime, and although this is unlikely, it has affected our lives in other ways.

Should I just live with this and hope for the best?

— Sick of Secrets

A. Dear Sick of Secrets: First of all, no sexual relationship with a 15-year-old can be considered "consensual," because, with a few exceptions depending on the state where this occurred, 15-year-olds are too young to consent.

The age differential between a 30-year-old and a 15-year-old makes this lack of consent more obvious — this is not like two teenagers having a sexual relationship.

If you have any valid reason to suspect, believe, or worry that this behavior might continue, or resurface, then you should notify your children.

But you don't mention having this concern.

You have every right to loathe your ex for this sexual misconduct or for any other reason.

You don't have the right to use your knowledge of this crime to retaliate against your ex-husband now.

And so you have to question your own motivation.

Based on the way you've framed this, you seem worried that your kids might have too high an opinion of their father — when you believe that he doesn't deserve it. In fact, he might not deserve it. But he is their father. Familial love is not balanced. Children do love undeserving parents.

If your ex-husband lies to your children about you or unfairly casts you as "the bad guy," you should immediately correct the record.

Otherwise, this is not your secret. It's his. If the victim ever chooses to come forward, he will be forced to face this.

You worry that if you don't tell your children, they will resent you.

I believe it's more likely that they will resent you if you do tell them, because you would be transferring the burden of this knowledge from yourself onto them.

Q. Dear Amy: I recently saw a friend for the first time in six months or so.

In the interval, she had lost a lot of weight, looked great and was obviously feeling amazing.

I asked her how she'd done it — dieting is a frequent topic between the two of us — and she named a weight-loss program I'd never heard of. She said she would email me details, and was enthusiastic about me joining this program.

When I got home I looked up the name of the program she'd mentioned and I saw that it is basically a "multi-tier" marketing scheme. It appears to be quite expensive, and the program urges members to recruit new members.

I'm not planning to participate, but I'm torn now about telling my friend about this scheme — I'm also wondering how to turn her down when she contacts me.

Any ideas?

— I'd Rather Stay Chunky

A. Dear Chunky: Assuming that the information you gathered is correct, the way to turn down an offer to join a multi-level marketing scheme is: politely, firmly, and — if necessary — repeatedly.

You can say, "I'm happy you're doing so well, but this is not for me."

You can email Amy Dickinson at askamy@amydickinson.com or send a letter to Ask Amy, P.O. Box 194, Freeville, NY 13068. You can also follow her on Twitter @askingamy or Facebook.

TECHNOLOGY

4 mistakes you're making with home internet

Shira Ovide
The Washington Post

It's maddening when your internet service doesn't work right. And it's tricky to figure out what's wrong.

It might be your internet company's fault, a boo-boo with your home equipment or interference from your neighbor's "Call of Duty" game night. And sometimes we're our own worst enemy.

Try tackling these four mistakes that could be making your home internet worse:

1. Don't confuse the modem and the router

Confession: I made this mistake just this week.

The modem is the box that pulls the internet into your home. It's typically connected to a cable jack in your wall.

The router connects to your modem with a cord and brings your devices online, typically over WiFi. (Some of you might have a combined router and modem.)

If you're the type to geek out over your WiFi 6E mesh network, bless your heart. Normal humans just want our internet to work.

The distinction between modems and routers matters because of No. 2.

2. Don't hide your WiFi router

It's fine to stick your modem under a stack of books. But your router needs to be treated like a Fabergé egg.

Your WiFi works best if your router is in the heart of your home — not shoved on a bookshelf, parked under a metal table or stuck behind your TV set or fish tank.

I get why people — and I am one of those people — hide these gizmos out of sight. Routers range in looks from "yuck" to "get that creepy UFO out of my house."

And the farther away your devices are from the router, the harder it may be to get a solid connection.

Beware of interference from walls, metal, water and other obstacles that block the beautiful internet rainbows from reaching your bedroom TV.

Carl Leuschner, a senior vice president with the company behind Spectrum internet service, said customers often have hiccups with connected doorbells like those from Amazon's Ring. Your home's outside wall is in the way, and the doorbell is often far from your router.

If you have flaky WiFi, even a minor router relocation could make a big difference.

3. Don't buy that super-fast internet

Internet providers dazzle you with service plans promising BLAZING. FAST. SPEEDS.

But in a 2019 Wall Street Journal project, researchers found that most people were using a fraction of the internet speeds they paid for. Streaming video quality didn't improve much for people who watched over zipper connections.

I'm not saying that you'll be fine with 1990s dial-up internet. But most households will be good with a basic high-speed plan from an internet provider offering download speeds of 50, 100, 200 or 300 megabits per second. (Lots of Americans can't access speeds even that fast or afford service. Internet access is a huge problem.)

Download speeds measure the maximum rate of online data moving into your home. Will you actually get the 300 megabit speeds that you signed up for? Not necessarily.

Sascha Meinrath, a telecommunications professor at Penn State, said that providers' download speeds are often adequate for most households but a bottleneck may be upload speeds — a measure of data moving from your devices back to the internet.

Skimpy upload speeds might be the problem if your Zoom call freezes while your teen is firing off her TikTok creations. But upload speeds are usually ignored in internet companies' marketing pitches.

It's worthwhile starting with the lowest-tier plan from your provider. If your internet is molasses, then you might consider an upgrade.

4. You don't have to get your router from your internet company

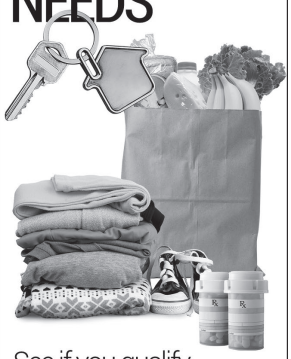
Many internet providers will provide you (or make you pay for) a modem or router. You should consider buying them yourself, although I'm on the fence about buying versus renting from the internet company.

Some providers charge an extra $5 to $15 a month to use their router or modem. You'll save money buying your own. Follow the installation instructions from your internet provider.

With your own gear, you replace your modem and router when you want and not when your internet provider chooses. If your router is more than two or three years old, it's worth considering a new one. Modems are usually fine for longer.

But there are benefits to accepting your internet provider's modem or router. The company should keep your software updated, make sure your equipment can handle the internet speeds you're paying for and help you with problems.

SSI HELPS WITH BASIC NEEDS



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SSA.gov/SSI

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SSI is for people with low income and financial resources, who are either 65 or older, or an adult or child with a disability or blindness.

Produced at U.S. taxpayer expense

Host Chen ANC FB, LLC located at Ted Stevens Anchorage International Airport, Ste. C2208 is applying for transfer of a Beverage Dispensary- Tourism AS 04.11.400 (d) liquor license to NHG Airport, LLC. dba 49th State Brewing Ted Stevens. Interested persons should submit written comment to their local governing body, the applicant NHG Airport, LLC, 645 W 3rd Ave, Anchorage, AK, 99501 , and to the Alcoholic Beverage Control Board at 550 West 7th Ave. Suite 1600 Anchorage AK 99501 or alcohol.licensing@alaska.gov

NHG Airport, LLC. dba 49th State Brewing Ted Stevens located at Ted Stevens Anchorage International Airport, Ste. C2127 is applying for a new Beverage Dispensary- Tourism AS 04.11.400 (d) liquor license. Interested persons should submit written comment to their local governing body, the applicant NHG Airport, LLC, 645 W 3rd Ave, Anchorage, AK, 99501, and to the Alcoholic Beverage Control Board at 550 West 7th Ave. Suite 1600 Anchorage AK 99501 or alcohol.licensing@alaska.gov.