

MOMS

FROM PAGE A1

SUPPORTIVE ENVIRONMENT

According to the article, the company takes strides to allow moms to adjust work schedules to their personal lives. It's done through flexible hours and the ability to work at home and taking time off when needed.

The company also works at getting discounted day care rates near branch offices, and it offers paid leave for six weeks for new moms and dads.

Kiepper said the bank works with two major child care providers in the area to get discount rates.

"We also have a child care resource and referral service," she said.

Offering new fathers paid leave is a popular feature, said Kiepper, who has two young children of her own.

"I've worked here for six and a half years and as a working mom it's definitely a supportive environment," she said.

Kiepper said the company's annual employee turnover rate is around 16 percent compared to the industry average of the high 20 percent bracket.

"Seventy percent of our workforce is women," she said. "It's nice to see the same person at the same branch, and I think our program gives that personalized feeling to the customer."

"It's tough to balance personal life and working life and we are flexible to make it work."

She said employees tend to be much more productive when their personal lives are in order.

Jodi Fletcher, who works in the post closing department at the Farmington Hills branch, said the company has been very accepting of her working both full and part time since having her son, James, two years ago.

"I left for 11 months after my son was born," she said. "They allowed me to come back part



BILL BRASLER/OBSERVER

Jodi and James (2 years) Fletcher, standing, Denise and Grant (3 years) Kiepper all benefit from Republic Bank's mom-friendly attitude.

time and work flex days.

"The thing is they value good employees," Fletcher said of Republic. "They're very accommodating depending on my needs and they bend over backwards to help me out. I'm glad to be here. It's a nice place to work."

Of the 150 employees at the Farmington Hills branch, about 90 are women.

The bank also has branches in Bloomfield Hills, Plymouth, Northville, South Lyon and Commerce.

The parent company, Republic Bancorp, based in Michigan, is the state's third largest bank with \$4.7 billion in assets.

spac@homecomm.net | (248) 477-5450

RECREATION NEWS

For more information on the following programs contact the City of Farmington Hills Recreation Division at (248) 479-1800.

■ Men's Basketball

Men's Basketball leagues will play on Sunday nights.

■ Fun in the Hills

Before you register for any program, be sure to see what the Farmington Hills Special Services Fun in the Hills Passbook has to offer. Free passes, giveaways, huge savings, plus more. The passbook is valued at over \$150 and sells for \$15. Passbooks can be purchased at the Costick Center and participating businesses.

■ MRPA Funbooks

Michigan Recreation and Park Association Funbooks are available at the Costick Center Recreation Division. The book

offers discounts on tickets for the Detroit Pistons, Detroit Fury, the Detroit Shock and more. The cost is \$25 each.

■ Youth Basketball

Farmington Hills Recreation kicks off another exciting season of youth basketball games being played in the O.C.C. gym. The programs consists of a boys league and a girls league with all games played on Saturdays Jan. 18 through March 29.

Practices will be once a week at a school selected by the coach. There are boys and girls divisions made up of fourth and fifth grades, sixth grade and seventh and eighth grade. League fee is \$65 per player and includes a team T-shirt. Deadline to register is Dec. 2. Coaches are also needed.

■ Open Gym

Get your exercise at the Costick Center Gym: Adult

basketball, 9-11 a.m. Sundays; adult volleyball, 11 a.m.-1 p.m. Sundays; teen basketball, 1-3 p.m. Sundays; Ping-pong, 11 a.m.-3 p.m.

The cost is \$3 for residents 17 and under \$5 for non-residents. Eighteen and over pay \$4 and non-residents pay \$6.

■ Friday Night Madness

Kids ages 6-12 can enjoy an evening of swimming, movies, food and organized games 7-11 p.m. Friday, Dec. 20 at the Costick Activities Center in Farmington Hills. Pre-register by 4:30 p.m. the day of the program to reserve your spot. The cost is \$10 per person.

■ Middle School Lacrosse

Farmington Hills Recreation is offering a new middle school lacrosse league for seventh- and eighth-grade boys and girls. The season will run April-May 2003 with practices starting in March.

OBITUARIES

Arthur H. Sercombe

Arthur Hiest Sercombe, 80, of Royal Oak died Nov. 20, 2002, at Hospice Home in Farmington Hills.

Mr. Sercombe was born June 26, 1922, in Detroit. He worked as an architect for the city of Detroit Planning Department. He is survived by his wife, Ruth; son, Paul (Patty); and daughter, Sarah.

Memorial contributions may be made to the Michigan Nature Association, 326 E. Grand River, Williamston, MI

48995

Arrangements made by Heene-Sundquist Funeral Home in Farmington.

Anne Kacin

Services for Anne Kacin, 81, of Farmington Hills were held Nov. 23 at Our Lady of Sorrows Catholic Church in Farmington.

Mrs. Kacin was born March 13, 1921, in Detroit and died Nov. 21, 2002, at Botsford Hospital in Farmington Hills. She was a homemaker and life-

time member of Our Lady of Sorrows Church.

She is survived by her husband, Joseph; son, James (Cynthia); daughter-in-law Charity; and grandchildren, Joseph III, Russell and Carey. She was preceded in death by her son Joseph and sister, Helen Georges.

Memorial contributions may be made to the American Diabetes Association.

Arrangements made by Heene-Sundquist Funeral Home in Farmington.

MILITARY NEWS

Lapham re-ups

Master Chief William Lapham was reenlisted into the United States Navy, for the sixth time, in October. Lapham has been stationed at the Naval Surface Warfare Center Crane with his wife, Darlene, since the summer of 2001.

A ceremony was held in recognition of Lapham's 30 years of service in the Navy. He thanked his wife for sticking by his side through his military career.

He stated, "It's been a great life, and I've enjoyed it." The decision to reenlist was a "fam-

ly decision" and was a difficult one to make. He could have retired, but will be transferring to Hawaii for a twilight tour in January 2003.

Master Chief Lapham's hometown is Farmington. The Laphams have three daughters, Leslie, Samantha and Erin.

AS SEEN AT OTHER FURNITURE STORES AND EXPRESSES!

Introducing...



ComfortFlex
The Mattress That Conforms To You™

OUR INTRODUCTORY LOW PRICE **\$698** queen set
reg. price \$1999 competition price \$998

★ No Interest ★ No Payments
★ No Money Down ★ For 12 Months
(with approved credit)

NeverTurn DREAMSCAPE PLUS BACK SUPPORTER	OUR PRICE	OUR PRICE
Twin	\$699/set	\$299/set
Full	\$799/set	\$349/set
Queen	\$899/set	\$399/set
King	\$1299/set	\$599/set

NeverTurn EMPIRE PLUS OR FIRM PREMIUM BACK SUPPORTER	OUR PRICE	OUR PRICE
Twin	\$899/set	\$399/set
Full	\$1099/set	\$499/set
Queen	\$1299/set	\$599/set
King	\$1699/set	\$799/set

NeverTurn DREAMSCAPE PT. BACK SUPPORTER	OUR PRICE	OUR PRICE
Twin	\$799/set	\$349/set
Full	\$899/set	\$399/set
Queen	\$1099/set	\$499/set
King	\$1499/set	\$699/set

NeverTurn NEWPORT X-FIRM OR PILLOW TOP PREMIUM BACK SUPPORTER	OUR PRICE	OUR PRICE
Twin	\$1099/set	\$499/set
Full	\$1299/set	\$599/set
Queen	\$1499/set	\$699/set
King	\$1899/set	\$899/set

FREE DELIVERY, FREE SET-UP, FREE REMOVAL, 30 DAY HOME TRIAL

Sale \$88 reg. \$249 **Sale \$148** reg. \$399 **Sale \$248** reg. \$699 **Sale \$298** reg. \$749



Grand Rapids Bedding Co. **THE MATTRESS SUPERSTORE**

MADISON HTS. ROCHESTER WATERFORD ROYAL OAK

1-800-668-MATS 1-800-579-MATS 1-800-929-MATS 1-800-339-MATS

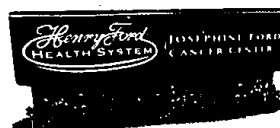
Breast Cancer-

What difference can having four options make?



With a family history of breast cancer, I know the importance of early detection. Henry Ford was able to offer me four unique types of breast cancer detection options. My doctor and I were able to choose the best method for me. And thanks to the screening we were able to treat cancer in its earliest stages.

For more information about breast cancer screening call 1-888-734-JFCC (5322) or go online to HenryFord.com/cancer



Four options include:

SENTINEL NODE BIOPSY:
One lymph node is tested to see if others need to be removed

DUCTAL LAVAGE:
Tests cells collected from the milk ducts where cancer first forms

MAMMARY DUCTOSCOPY:
Uses a scope to look inside the milk ducts for abnormalities

CORE BIOPSY:
A biopsy needle is used to remove tiny tissue samples from the breast

The new address for the experts.

