

The Communicator

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University of Idaho
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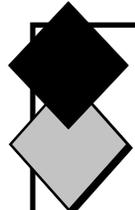
FCS Educator Receives National Recognition

Shelly Johnson has received an American Society on Aging (ASA) Award for her work with Aging and Adult Services (AAS) and the Senior Extension Nutrition Program. Shelley provides education in nutrition, food safety, and diabetes management; she administers the Extension Nutrition Program (ENP) in Kootenai County. She will be honored at the 2004 Joint Conference of the National Council on the Aging (NCOA) and the American Society on Aging (ASA), to be held in San Francisco, April 14-17, 2004.

Awards will be given to organizations that have demonstrated high-quality, innovative programs. Shelly indicates that the program is innovative because, rather than design their own program, or partner with another organization to develop a program, AAS identified an organization providing a service to young families and expanded the organization's definition of families to include seniors. She states, "Although hard to believe, it is not uncommon for institutions, organizations, and businesses to omit grandparents or seniors from their definition of family member. Through creative and consistent efforts, such as the partnership between Aging and Adult Services and Extension Nutrition Program, this non-inclusive pattern of defining families can be broken." ENP partnered with the local area agency on aging to provide a highly creative, necessary, and valuable health promotion program that has proven to enhance the lives of seniors.

UI Extension in Kootenai County is a recipient of AAS health promotion resources. These funds are being used in conjunction with District I's Extension Nutrition Program (ENP), to provide nutrition, money management, and food safety education tailored to suit the unique needs of seniors living in their homes. This program is called the Senior Extension Nutrition Program (SENP). Nutrition Advisors, trained by UI Extension, travel to AAS clients' homes to provide educational lessons.

On a larger scale, University of Idaho Extension is very active throughout the state of Idaho with ENP operating in 27 counties in the state. This emphasis of growth in promoting programs in aging has been in response to National Extension's emphasis on



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aging in America. It will take a mutual effort on the part of UI ENP and area agencies on aging, or specific staff knowledgeable in the field of aging, to expand this program.

Congratulations to Shelly and ENP for this honor and for this innovative program which coupled nutrition education with home visitation.

Haberly Endowment Awards

Just a reminder to consider applying for Haberly and Hepworth Fellowships to assist you with professional and programmatic development activities. You'll should receive notification by February 1 with application due date of March 1 and announcement of awards by April 1. Applications are limited to two pages and will be screened by the Faculty Development Committee. Team applications are acceptable.

We have asked former recipients to send us project summaries and in this issue of *The Communicator*, we're printing our first feedback from Joey Peutz and Sandy McCurdy.

Project Summary

Henry Adams once said, "A teacher affects eternity. He can never tell where his influence ends." The same could be said for Mildred Haberly and Marion

Hepworth. Their generous support of Family and Consumer Sciences Extension cannot be measured. This past spring we (Joey Peutz and Sandy McCurdy) had the opportunity to present the *Ready, Set, Food Safe* curriculum at the 2003 Priester Extension National Health Conference in Phoenix, Arizona. This opportunity was a result of receiving a Haberly Endowment Award.

The Cooperative Extension System's Healthy People...Healthy Communities Project Team sponsors the Priester National Extension Health Conference, now in its 7th year. The annual conference is named in honor of retired CSREES National Program Leader Jeanne Priester. The conference offers professionals from Cooperative Extension, health education, and research organizations an opportunity to share health related educational programs and resources, applied research, and collaborative strategies. We were able to take advantage of networking opportunities, seminars that shared some great programming efforts and some outstanding keynote speakers.

We both encourage those interested in health issues to attend the 2004 Priester Extension National Health Conference. It will be held in St. Louis, MO on April 14-16, 2004 with the pre-conference scheduled for April 13. The conference theme is: "Impacting Health and Wellness: People and Communities Changing Risk Behaviors." We would also like to thank the Faculty Development Committee, Nancy Wanamaker, and of course Mildred Haberly for the generous support of FCS Extension professional development.

2004 Cook's Tour

A Cook's Tour 2004 to Provence, France is scheduled from May 22-May 31. Letters have been mailed to alumni; if you need a brochure please contact our FCS administrative assistant, Lynette Brown lbrown@uidaho.edu.

The price will include round trip from Boise, Spokane, Seattle or Portland to Paris, nine nights lodging, and tours of Avignon, Les Beaux and Arles. The cooking, eating, and adventuring tour includes five "hands on" cooking lessons taught by a local expert in Provencal Cuisine. Meals include break-

fast daily, six lunches, and seven dinners inclusive of local wines. We will have an English-speaking guide throughout our stay. All transportation, tours, transfers, taxes and tips are included in the \$3,350 price per person. The tour is limited to 20 persons. A deposit of \$500 per person is required to make a reservation. Reservation deadline is March 5, 2004. Complete payment is due by March 15, 2004. You may also visit the website for additional information: www.acookstour.com.

Reminders

UI Extension Annual Conference, "Sharpening the Tools in Your Tool Box" to be held **April 19-22, 2004** at the Doubletree Hotel in Boise. Proposals *must* be submitted by Wednesday, March 31, 2004. **Proposals *must* be submitted by email as an attached file to the following email address: sjohnson@uidaho.edu.** Non-email submissions cannot be accepted. There is an expectation that an Impact Statement be provided for all accepted posters.

A Cook's Tour reservation deadline is March 5, 2004. Complete payment is due by March 15.

AWARD NOMINATIONS AND APPLICATIONS DUE:

Extension Diversity Awards applications are due in the office of the associate director, c/o Sherri Buckingham, P.O. Box 442338, Moscow, ID 83844-2338 by **February 15th**. Check the Extension Admin web site for more information.

R. W. Schermerhorn Extension Faculty Award applications are due in the office of the associate director, c/o Sherri Buckingham, P.O. Box 442338, Moscow, ID 83844-2338 by **February 15th**. Check the Extension Admin web site for more information.

G. Elbert McProud Memorial Scholarship applications are due in the office of the associate director c/o Sherri Buckingham, P.O. Box 442338, Moscow, ID 83844-2338 by **February 15th**. Check the Extension Admin web site for more information.

Extension Admin web site address is <http://www.uidaho.edu/extension/admin>. (User ID = Idaho (with a capital I) and password = extension (all lower case).



Organochlorine Contaminants

A study published in the journal *Science* in January suggested that consumption of some farmed salmon may pose a health hazard due to levels of organic contaminants.

Hites, RA, Foran, JA, Carpenter, DO, Hamilton, MC, Knuth, BA, & Schwager, SJ. "Global Assessment of Organic Contaminants in Farmed Salmon," *Science* 303:226, January 9, 2004.

Abstract. "The annual global production of farmed salmon has increased by a factor of 40 during the past two decades. Salmon from farms in northern Europe, North America, and Chile are now available widely year-round at relatively low prices. Salmon farms have been criticized for their ecological effects, but the potential human health risks of farmed salmon consumption have not been examined rigorously. Having analyzed over 2 metric tons of farmed and wild salmon from around the world for organochlorine contaminants, we show that concentrations of these contaminants are significantly higher in farmed salmon than in wild. European-raised salmon have significantly greater contaminant loads than those raised in North and South America, indicating the need for further investigation into the sources of contamination. Risk analysis indicates that consumption of farmed Atlantic salmon may pose health risks that detract from the beneficial effects of fish consumption."

Although this study was conducted by respected researchers at major institutions, several other respected scientists have disagreed with the conclusion that farmed Atlantic salmon may pose health risks. One in particular is Dr Charles Santerre, Associate Professor of Foods and Nutrition at Purdue University, who does research on seafood safety. (His 3-page review of the *Science* article, with media talking points, was forwarded to FCS Educators via email on January 9 and is available at <http://news.uns.purdue.edu/html3month/2004/040107.T.Santerre.salmon.html>.) Dissenting opinions point out that the health benefits of consuming farmed salmon are very high, while the risks of relatively low levels of organochlorine contaminants are

Food Safety

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speculative. Because wild salmon is much more expensive than farmed, following the *Science* advice would have the effect of restricting intake of a food with well known health benefits. In addition, a majority of these contaminants in American diets come from sources other than salmon.

The study measured the levels of 14 organochlorine contaminants in the wild and farmed salmon samples. We often hear about organochlorine contaminants; it seems useful to provide further information about what they are and their possible effects on health.

What are organochlorine contaminants?

The 14 chlorine-containing organic contaminants measured in the *Science* study were:

Mirex	Total DDT	Endrin
Dieldrin	Cis-nonachlor	Trans-nonachlor
Alpha-chlordane	Gamma-chlor	Heptachlor epoxide
Lindane	Hexachlorobenzene (HCB)	Toxaphene
Polychlorinated biphenyls (PCBs)	dioxins	

These compounds are pesticides and environmental contaminants. The study specifically concentrated on four organochlorine contaminants because of documented health risks—polychlorinated biphenyls (PCBs), dioxins, toxaphene, and dieldrin—so information about those four is given below. You can use the Agency for Toxic Substances

and Disease Registry source at <http://www.atsdr.cdc.gov/toxfaq-d.html#bookmark01> to look up similar information for the other contaminants or more information on these four. The exposure limits for each of these compounds is also available at the website.

Polychlorinated biphenyls (PCBs)

Polychlorinated biphenyls are mixtures of up to 209 individual chlorinated compounds (known as congeners). There are no known natural sources of PCBs.

Source. PCBs were used as coolants and lubricants in transformers, capacitors, and other electrical equipment because they do not burn easily and are good insulators. The manufacture of PCBs was stopped in the U.S. in 1977 because of evidence they build up in the environment and can cause harmful health effects. Products made before 1977 that may contain PCBs include old fluorescent lighting fixtures and electrical devices containing PCB capacitors, and old microscope and hydraulic oils.

PCBs entered the air, water, and soil during their manufacture, use, and disposal; from accidental spills and leaks during their transport; and from leaks or fires in products containing PCBs. They can still be released to the environment from hazardous waste sites; illegal or improper disposal of industrial wastes and consumer products; leaks from old electrical transformers containing PCBs; and burning of some wastes in incinerators. PCBs do not readily break down in the environment and thus may remain there for very long periods of time. PCBs can travel long distances in the air and be deposited in areas far away from where they were released. In water, a small amount of PCBs may remain dissolved, but most stick to organic particles and bottom sediments. PCBs also bind strongly to soil. PCBs are taken up by small organisms and fish in water. They are also taken up by other animals that eat these aquatic animals as food. PCBs accumulate in fish and marine mammals, reaching levels that may be many thousands of times higher than in water.

Health affects. The most commonly observed health effects in people exposed to large amounts of PCBs are skin conditions such as acne and

rashes; liver damage may also occur. PCB exposures in the general population are not likely to result in skin and liver effects. PCBs are not known to cause birth defects. PCBs are associated with certain kinds of cancer in humans, such as cancer of the liver and biliary tract and are generally recognized to be carcinogens.

Dioxins (chlorinated dibenzo-p-dioxins [CDDs])

CDDs are a family of 75 chemically related compounds commonly known as chlorinated dioxins. One of these compounds, called 2,3,7,8-TCDD, is one of the most toxic of the CDDs. (The term "dioxins" can also be used to refer to a group of chemical compounds that are members of three closely related families: the chlorinated dibenzo-p-dioxins [CDDs], chlorinated dibenzofurans [CDFs], and certain polychlorinated biphenyls [PCBs].)

Source. CDDs are not intentionally manufactured by industry except for research purposes. They (mainly 2,3,7,8-TCDD) may be formed during the chlorine bleaching process at pulp and paper mills. CDDs are also formed during chlorination by waste and drinking water treatment plants and can occur as contaminants in the manufacture of certain organic chemicals. CDDs are released into the air in emissions from municipal solid waste and industrial incinerators. When released into the air, some CDDs may be transported long distances, even around the globe. When released in waste waters, some CDDs are broken down by sunlight, some evaporate to air, but most attach to soil and settle to the bottom sediment in water. CDD concentrations may build up in the food chain, resulting in measurable levels in animals. Eating food, primarily meat, dairy products, and fish, makes up more than 90 percent of the intake of CDDs for the general population.

Health affects. The most noted health effect in people exposed to large amounts of 2,3,7,8-TCDD is chloracne, a severe skin disease with acne-like lesions that occur mainly on the face and upper body; liver damage may also occur. Exposure to high concentrations of CDDs may induce long-term alterations in glucose metabolism and subtle changes in hormonal levels. 2,3,7,8-TCDD is a human carcinogen.

Toxaphene

Toxaphene is an insecticide containing over 670 chemicals. Toxaphene is also known as cam-
pachlor, chlorocamphene, polychlorocamphene,
and chlorinated camphene.

Source. Toxaphene was one of the most heavily used insecticides in the United States until 1982, when it was canceled for most uses; all uses were banned in 1990. It was used primarily in the southern United States to control insect pests on cotton and other crops. It was also used to control insect pests on livestock and to kill unwanted fish in lakes. Toxaphene breaks down very slowly in the environment and accumulates in fish and mammals. People who eat large quantities of fish and shellfish, which were contaminated with toxaphene could be exposed.

Health affects. There is no information on how low exposure levels affect people. (Since it is no longer used, high levels of exposure would not occur.) Toxaphene is thought to be a carcinogen.

Aldrin/dieldrin

Aldrin and dieldrin are insecticides with similar chemical structures. Aldrin quickly breaks down to dieldrin in the body and in the environment. Neither substance occurs naturally in the environment.

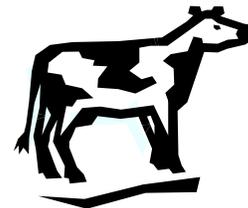
Source. From the 1950s until 1970, aldrin and dieldrin were widely used pesticides for crops like corn and cotton. Because of concerns about damage to the environment and potentially to human health, EPA banned all uses of aldrin and dieldrin in 1974, except to control termites. In 1987, EPA banned all uses. Dieldrin in soil and water breaks down very slowly; it is stored in the fat and leaves the body very slowly. Dieldrin is everywhere in the environment, but at very low levels. Exposure to dieldrin can occur from eating food like fish or shellfish from lakes or streams contaminated with dieldrin, or contaminated root crops, dairy products, or meats or by living in homes that were once treated with aldrin or dieldrin to control termites.

Health affects. In animals, oral exposure to low levels of aldrin or dieldrin for a long period affected the liver and decreased the ability to fight infections.

Whether a similar effect occurs in people is unknown. There is no conclusive evidence that aldrin or dieldrin cause cancer in humans.

Source: Agency for Toxic Substances and Disease Registry, "ToxFAQs™ Frequently Asked Questions About Contaminants Found at Hazardous Waste Sites," <http://www.atsdr.cdc.gov/toxfaqs-d.html#bookmark01>.

Key words: food safety, seafood, cancer.



BSE and the Safety of the U.S. Beef Supply

Recent media coverage of the first U.S. case of Bovine Spongiform Encephalopathy (BSE)—commonly referred to as "mad cow disease"—received a great deal of press coverage during the Christmas week and the following week. On January 7, I emailed to all FCS Extension Educators a very useful fact sheet, "Consumer talking points about the safety of the food supply and BSE" prepared by Dr. Sam Beattie, Food Safety Extension Specialist at Iowa State University (available at http://www.extension.iastate.edu/foodsafety/consumers/BSE_FAQs.pdf). The USDA continues to provide updates about the Washington state BSE cow situation at <http://www.usda.gov/BSE>.

The information below is from the January 8, 2004 issue of the National Cattlemen's Beef Association electronic newsletter. It is somewhat repetitive of the Iowa State University information, but it does further explain the additional measures USDA recently adopted to safeguard beef.

Has BSE been found in the United States?

Yes. The U.S. Department of Agriculture (USDA) announced BSE has been diagnosed in a Washington state dairy cow. DNA testing confirmed the 6½-

year-old infected cow was born and likely infected in Canada.

What is BSE?

BSE is a degenerative neurological disease in cattle that scientists believe is caused by misfolded proteins, called prions, which build up in central nervous system tissue eventually killing nerve cells. The scientific name of the disease is Bovine Spongiform Encephalopathy. The media commonly refer to the disease as "mad cow disease."

What safeguards have been in place that protect the U.S. beef supply?

- Scientific studies show that the BSE infective agent, the prion, is not found in beef muscle meat or milk. It is found in the central nervous system tissue of cattle, such as brain and spinal cord. The central nervous system material from the infected cow in Washington state did not enter the human food supply.
 - In 1990, the United States became the first country without BSE within its borders to test cattle for the disease. USDA's BSE program has mandated that all cattle with any signs of neurological disorder be tested for BSE and banned from the human food chain. Since 1990, meat from cattle showing signs of neurological disorder have not been processed for human consumption.
 - BSE generally affects older cattle, typically over 30 months of age. The vast majority of the cattle going to market in the U.S. are less than 24 months old.
 - BSE is believed to spread through cattle feed containing ruminant-derived meat and bone meal from BSE-infected animals. The use of ruminant-derived meat and bone meal as a protein supplement in cattle feed was banned in the U.S. in 1997.
 - The system to detect and eliminate BSE in the U.S. is effective. The dairy cow in question was quickly identified, the farm of origin was located and quarantined, and products from this animal were identified and traced.
- The 2001 Harvard University Center for Risk Assessment report said that "measures taken by the U.S. government and industry make the U.S. robust against the spread of BSE to animals or humans should it be introduced into this country."

Are additional precautions being taken to ensure the continuing safety of U.S. beef?

Yes. On December 30, 2003, USDA announced additional measures to ensure that the United States continues to supply American consumers—and consumers around the world—with safe beef. These measures are being taken out of an "abundance of caution." As the current investigation continues, more regulations may be established. New measures include:

- USDA will ban all non-ambulatory cattle from the human food chain.
- Cattle tested for BSE will not be released for food processing until confirmation is received that the animals have, in fact, tested negative for BSE.
- Specified Risk Material (SRM) from cattle over 30 months of age will be banned from entering the human food chain. SRM includes skull, brain, trigeminal ganglia, eyes, vertebral column, spinal cord, and dorsal root ganglia. Small intestine from cattle of all ages is also a SRM.
- The rules for Advanced Meat Recovery (a technology that removes muscle tissue from the bones of beef carcasses under high pressure) will be broadened to prohibit use of additional bone materials (skull and vertebral column).
- The use of air-injection stunning devices for cattle slaughter will be prohibited to further ensure that brain tissue will not be dislocated into other tissues of the carcasses.

Source: "Special Briefing" edition of U-mail, an electronic newsletter of the National Cattlemen's Beef Association, Vol. 2004, No. 1, January 8, 2004; <http://www.usda.gov/BSE>.

Key words: food safety, meat and poultry.

Parents As Teachers Program Found to be Ideal in Addressing Emergent Literacy in the Home

Program “gets the message across” to parents, say researchers at the University of Idaho.

Parents as Teachers (PAT) is ideally positioned to address issues of emergent literacy, says a research team from the University of Idaho. “Our analysis shows the Parents as Teachers program uses a well designed curriculum to help parents build strong literacy environments for their children from the first days of life,” says Harriet Shaklee, PhD, family development specialist at the University of Idaho College of Agricultural and Life Sciences.

This finding is important to the nation’s educators who are struggling with renewed concern for success in school. “Literacy development begins long before a child ever reaches a classroom,” says Sue Stepleton, president of Parents as Teachers National Center. Family adults are central to the developmental process and that is where Parents as Teachers comes in.

The Idaho researchers performed a comparison of features of the PAT curriculum to core strategies of adult learning. The results showed several strengths in how the program gets the message across to participating parents. “Parents as Teachers advocates the importance of parent involvement as a critical link to young children’s development of academic skills, including reading and writing,” says Stepleton. “Helping parents understand their role in their child’s development helps level the playing field for all children by the time they enter school.”

“Leveling the playing field” is important, say the Idaho researchers. Variation in language relevant experiences in the home and community can lead to disparity among children in literacy development, says Idaho’s Shaklee. A recent evaluation of print available in four Philadelphia communities shows that low-income children have more restricted access to literacy opportunities in their neighborhoods. By some estimates, middle-class children enter first grade with 1,000-1,700 hours of one-on-

Family Development

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one book sharing with an adult, while low income children experience just 25 hours.

Parents’ vocabulary and conversational styles also vary widely among families, influencing the daily exposure to language for children. Family and community variables such as these shape the literacy world of young children, influencing the foundational skills for literacy.

Because the Parents as Teachers model is used in more than 3,500 parent support sites nationwide, its potential impact is huge. In Missouri, home to Parents as Teachers National Center, PAT services are offered to all families at no charge. “It’s an easily replicable model based on solid research that can be adapted to meet any community’s needs,” says Stepleton. “Missouri was ahead of the game 20 years ago when it mandated PAT services be made available to its citizens.”

“Building Literacy from the Ground Up” was made possible through the support of the office of the Governor of the State of Idaho, the University of Idaho and through a grant from the Corporation for National Services. A complete summary report of the results of the literacy content analysis can be found at <http://www.patnc.org>.

Source: <http://www.patnc.org>.

Key word: early childhood.

Tips for a Healthy Home

The following tips are from the American Academy of Pediatrics (AAP). Please feel free to use them in any print or broadcast story, with appropriate attribution of source.

Prevent Violence By Setting Good Examples

Hitting, slapping and spanking teaches children that it is acceptable to hit other people to solve problems. Non-physical forms of discipline work better in the long run. Remember that words can hurt too.

Asking Saves Lives

ASK your neighbor if they have a gun before sending your kids over to play. If the answer is NO, that's one less thing you have to worry about.

If the answer is YES...you have to determine if your child's safety is at risk. Guns should be kept in a gun safe with the ammunition locked separately or they pose a real risk to your child. If you have any doubts about the safety of someone's home, you should politely invite the children to play at your house instead.

Make Sure Immunizations Are Up To Date

Review your child's immunization record with your pediatrician. Make sure your child is current on recommended immunizations.

Provide Your Child With A Tobacco-Free Environment

Indoor air pollution from tobacco increases ear infections, chest infections, and even Sudden Infant Death Syndrome. If you smoke, consider quitting. Remember, the most important predictor of whether your children will grow up to be smokers is whether you smoke. Make your home a smoke-free zone.

Read to Your Child Every Day

Start by the age of 6 months. Reading to children shows them the importance of communication and motivates them to become readers. It also provides a context to discuss issues and learn what is on your child's mind.

Practice "Safety on Wheels"

Make sure everyone in the car is buckled up for every ride, with children in the back seat in age-appropriate child safety seats. All bikers, skaters and skateboarders should wear helmets and other appropriate sports gear.

Do a "Childproofing" Survey of Your Home

A child's-eye view home survey should systematically go from room to room, removing all the "booby traps" that await the curious toddler or preschooler. Think of poisons, small objects, sharp edges, knives and firearms, and places to fall.

Monitor Your Children's "Media"

Monitor what your children see and hear on television, in movies, and in music. Children are affected by what they see and hear, particularly in these times of violent images. Talk to your children about "content." If you feel that a movie or TV program is inappropriate, redirect your child to more suitable programming.

Help Kids Understand Tobacco, Alcohol, and the Media

Help your teenager understand the difference between the misleading messages in advertising and the truth about the dangers of using alcohol and tobacco products. Talk about ads with your child. Help your child understand the real messages being conveyed. Help direct your child toward TV shows and movies that do not glamorize the use of tobacco, alcohol, and other drugs.

Pay Attention to Nutrition

Nutrition makes a big difference in how kids grow, develop and learn. Good nutrition is a matter of balance. Provide foods from several food groups at each meal. Emphasize foods that are less processed, such as whole grain breads and cereals and fresh fruits and vegetables. Review your child's diet with your pediatrician for suggestions.

Become More Involved In Your Child's School and Your Child's Education

Visit your child's school. Become active in the parent-teacher organization. Volunteer in the classroom or for special projects. Be available to help with homework. If your child's education is important to you, it will be important to him.

Make Your Children Feel Loved and Important

Kids develop a sense of self-worth early in life. Listen to what your children have to say. Assure them that they are loved and safe. Celebrate their individuality, and tell them what makes them special and what you admire about them.

Source: <http://www.aap.org/advocacy/releases/jantips.htm>.

Key word: parenting.

New Study Challenges Conventional Wisdom about Executive Women and Men

Leaders in a Global Economy: A Study of Executive Women and Men is the first study to look at a large representative group of very senior women and men executives and the factors that enhance, and inhibit, their success on the job and at home.

Ten companies participated in this first-of-its-kind study, which included a survey of close to 1,200 of their women and men senior executives from around the world. The study was conducted in partnership with three premier non-profit organizations: Families and Work Institute, Catalyst, and the Boston College Center for Work & Family, also a first-of-its-kind collaboration.

The participating companies are: Baxter International Inc.; Citigroup; Deloitte Touche Tohmatsu; The Dow Chemical Company; Eli Lilly and Company; Goldman, Sachs & Co.; IBM Corporation; JPMorgan Chase; Marriott International; and The Procter & Gamble Company.

Among the assumptions challenged by the **Leaders in a Global Economy** study are: "the higher women climb, the more they have to give up in their personal or family lives," "women and men use different personal strategies to succeed," and "executives have to be work-centric in order to succeed."

This study finds that while most executives (61 percent) are, in fact, work-centric, there is a sizable minority of executives, 32 percent, who are "dual-centric," placing the same priority on their lives at work and outside of work.

"Of particular importance for employers is the finding that executives who are dual-centric—who give equal weight to work and personal life—feel more successful at work, are less stressed, and have an easier time managing the demands of their work and personal/family lives," said Ellen Galinsky, President of Families and Work Institute. "Women who are dual-centric have advanced to higher reporting levels and feel more successful in their home lives."

In addition, the study finds:

Women at reporting levels closer to the CEO are **more likely** to have children and less likely to have

decided not to have children than women executives at lower levels, when differences in age are controlled statistically. Moreover, these higher-ranking women are no more likely to have delayed or decided against committed relationships than women in lower status executive jobs.

Although more men executives than women surveyed want to be CEO or Managing Partner (19 percent of men versus 9 percent of women), a sizable number of women (43 percent) want to be on their executive management committee. However, 34 percent of women and 21 percent of men executives have down-sized their aspirations, with sacrifices to family and personal life being the most highly cited reason. In addition, women who don't think there has been progress in breaking the glass ceiling are more likely to have reduced their aspirations than women who think progress has been made.

"Contrary to popular opinion, women are ambitious and do want to rise to the top," said Marcia Brumit Kropf, Catalyst Vice President of Research and Information Services. "However, the women who don't see a level playing field are going to downgrade their expectations to what they can more realistically achieve."

The study finds that executive women and men describe the personal strategies that have helped them succeed as much more alike than different. These include both so-called "masculine" strategies, such as "taking risks and challenges" and "standing up for what I think," as well as so-called "feminine" strategies, such as "being collaborative."

The study also found that 44 percent of women and men executives plan to leave their jobs in the next 5 years—with 29 percent planning on leaving, but not retiring. There are few gender differences in the intent to leave and what issues drive whether an executive stays or leaves.

"In order to retain top talent," says Brad Harrington, Executive Director of the Boston College Center for Work & Family, "employers need to pay attention to more than promotion and compensation—they need to focus on the so-called 'soft' issues such as acceptance of individual differences, job quality, and flexibility."

"Leaders in a Global Economy provides a roadmap that will allow IBM, and other companies, to de-

velop and maintain workplaces that understand and value the 'whole person,'" said Ted Childs, Vice President, Global Workforce Diversity, IBM.

Source: The Executive Summary of *Leaders in a Global Economy*, <http://www.familiesandwork.org>, <http://www.catalystwomen.org>, and <http://www.bc.edu/cwf>.

Key words: work and family, gender.

For Many, Roles of Women and Men in the Home and the Workplace Are Being Transformed

A study, "Highlights of The 2002 National Study of the Changing Workforce" from Families and Work Institute finds large-scale transformations taking place in the work and home lives of American men and women. Among the study's key findings:

- Today, women are more likely to work as managers or professionals than men (38 percent of women versus 28 percent of men), and are better educated, with 62 percent of women versus 56 percent of men having completed 4-year college or some post-secondary education.
- Fathers in dual-earner couples today spend 42 minutes more doing household chores on workdays than fathers in 1977. Mothers have *reduced* their time by approximately the same amount. So the combined time that spouses in dual-earner couples with children spend on household chores has not changed over 25 years—what has changed is how family work is divided.
- Employees with families report significantly higher levels of interference between their jobs and their family lives than employees 25 years ago (45 vs. 34 percent report this "some" or "a lot"). And men with families report higher levels of interference between their jobs and their family lives than women in the same situation.
- As the population ages, more and more employees are providing elder care for relatives. In 2002, 35 percent of workers, *men and women alike*, say they provided regular care for a parent or in-law over 65 in the past year, helping them do things that they could not otherwise do themselves.
- Flexible work arrangements are found to provide significant benefits to both employees and

employers. Workers who have more access to flexible work arrangements report significantly better mental health than other employees, and are more likely to be committed to their employers and to plan to stay at their current company.

"U.S. employers are changing in response to the new demographics of the workplace, but families are changing even more, especially men," says Ellen Galinsky, President of Families and Work Institute and a co-author of the National Study of the Changing Workforce. "Today, men are spending more time on housework and on the care of children—and both men and women are spending much less time on themselves."

"The changes in the workplace don't appear to offset the conflicts employees face—longer work hours, more demanding jobs, and technology that blurs the lines between work and family," says James T. Bond, lead author of the study. "Interestingly, the study reveals that employees who experience the most spillover from their jobs into their home lives rely most heavily on technology to stay in touch with families and friends."

The five topics explored in depth in the National Study of the Changing Workforce include: Women in the Workforce, Dual Earner Couples, The Role of Technology in Employees' Lives On and Off the Job, Work-Life Supports On the Job, and Working for Oneself versus Someone Else. The report investigates a number of timely and important issues, including the "social glass ceiling" and work-life supports on the job.

The National Study of the Changing Workforce is authored by James T. Bond of Families and Work Institute with Ellen Galinsky of Families and Work Institute and Cynthia Thompson and David Prottas of the Zicklin School of Business at Baruch College, CUNY. The study surveys representative samples of the U.S. workforce every five years. Sample sizes average about 3,500, including both wage and salaried employees and self-employed workers. "Highlights of the 2002 National Study of the Changing Workforce" is the first of several planned reports drawing on this rich data set.

Source: <http://www.changingworkforce.org>.

Key word: work and family.

Possible Changes to the Food Guide Pyramid

Many of you are aware that a new Food Guide Pyramid will be released in 2005. At a recent congressional hearing on health care for the future, the U.S. Surgeon General Richard H. Carmona stated "Maybe we're not going to end up with a pyramid; it could be a box or a trapezoid."

The current food pyramid that has been around since 1992 is recognized by 80 percent of American Consumers. So why should it be changed if so many people are familiar with it? According to Dr. Hentges, Director of the Center for Nutrition Policy and Promotion at the U.S. Department of Agriculture (USDA), the federal agency heading up the pyramid's overhaul, "there exist new nutritional standards." And one of the changes include the two-volume new nutrition guidelines called Dietary Reference Intakes (DRIs) released by the Institute of Medicine (IOM) in 2002.

The foundation of the food pyramid comes from the "Dietary Guidelines for Americans"—which provides scientific based eating and physical activity advice for all healthy Americans over two years-old. A committee called the Dietary Guidelines Advisory Committee is in the process of revising the current guidelines and these revisions will also be completed in 2005. Dr. Hentges has stated that the revised food pyramid and the revised dietary guidelines will be in total harmony, in order to prevent sending mixed messages to the public.

USDA has been providing information to consumers on how to eat for 100 years. In the 1950s, when USDA developed the four food groups, the focus was on preventing nutrient deficiencies. But by the 1970s, nutrient deficiencies were replaced by nutrition's role in preventing or helping to treat chronic diseases. Linda D. Myers, director designate of the Institute of Medicine's (IOM) Food and Nutrition Board, states, "It is now well accepted that dietary patterns can influence chronic disease. Also, scientists are concerned about an epidemic of overweight and obesity in the United States."

It is hoped that the new pyramid will be more effective in helping consumers apply the dietary guide

Nutrition Education

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lines to eat in a healthy way and avoid chronic illnesses such as heart disease, some cancers, and adult-onset diabetes. In 1992, the consumer booklet that accompanied the original food guide pyramid provided examples of food intake patterns at three calorie levels: 1600, 2200, and 2800. For the revised pyramid, the proposed food intake patterns have been expanded to 12-calorie levels (ranging from 1400 to 2400 calories) that will help Americans match their average calorie needs with their age and activity levels.

For example, a 20 year-old woman who is active would choose a 2400-calorie level and if this same woman was inactive, then her calorie level would drop to 1900 calories. In addition, the calorie intake would decrease as a person ages since calorie needs drop as people age. The aim of having more eating patterns is to offer Americans more choices on how they should eat, no matter their age or activity level.

Many health officials are concerned about obesity and promoting physical activity. Therefore, the new pyramid is likely to include the following, according to a USDA statement:

- Encourage more physical activity to maintain a healthy weight.
- Higher consumption of dark green vegetables, legumes and oils, and soft margarines as a substitute for solid fats.

- An emphasis on limiting consumption of added sugars and syrups in foods and beverages during processing or preparation.

What about portion sizes? The American public is very confused about what constitutes a “serving.” Many believe that whatever amount they put on their plate is a “serving.” Some of the decisions will be whether or not to use “cups” or “ounces” instead of “servings” to suggest how much consumers should choose from each food group. A key to having the new pyramid be successful is to have the consumer be able to apply the guidelines in real life. It will be interesting to see what the final food pyramid looks like when it is released in 2005.

Source: Food & Fitness Advisor, December 2003.

Key words: dietary guidelines, nutrition.

Low Carb Burgers

Low-carb mania has hit two fast-food chains. Both Hardee’s and Carl’s Jr hamburger chains have announced plans to introduce the fast-food world’s first “low-carb burgers.”

They are replacing the hamburger bun with large leaves of iceberg lettuce. The bunless burgers will be one-third to one-half pound. The 1/3 pound Hardee’s version will be called the “Low carb Thickburger” and the Carl’s Jr half pound burger will be called the “Low Carb Six Dollar Burger” that actually costs \$3.95.

The carbs are low but the calories and fat content are quite high. For example, the Hardee’s “Low Carb Thickburger” contains 5 grams of carbohydrate and 740 calories, and 50 grams of fat.

Source: <http://www.hardees.com>; <http://www.carlsjr.com>.

Key words: fast food, carbohydrate.

How to Have Healthier Teens

Turning off the television results in teens eating more fruits and vegetables. A study published in the December 2003 issue of *Pediatrics* found that the more television teens watch, the lower their fruit and vegetable intake.

Lead researcher Renee Boynton-Jarrett and her colleagues studied 548 twelve-year-old students for 19 months. At the start of the study, students watched three hours of television a day and averaged 4.23 servings a day of fruits and vegetables, which is just below the recommended minimum intake of five servings a day. At the end of the study, mean total fruit and vegetable servings had decreased by 8 percent. The more that television viewing increased, the greater the decrease the fruit and vegetable consumption.

Boynton-Jarrett stated that “If a child watched for three hours a day and then increased by one hour a day over the two-year period, he or she ate, on average, two fewer servings of fruits and vegetables a week compared to the child who did not watch television at all.”

Her hypothesis was that the students “either replaced the fruits and vegetables with foods they saw advertised on TV or perhaps watching TV just lended itself more to the consumption of other foods that are easier to eat, that come in bags or are already prepared, like snacks.”

The researchers did not collect data on which foods on TV the teens had exposure to, but Boynton-Jarrett mentioned that advertising of fruits and vegetables is almost nonexistent on children’s shows.

Other researchers, such as Alicia Moag Stahlberg, a registered dietitian and executive director of Action for Healthy Kids, a national initiative working to combat childhood obesity, state that this data indicates that TV watching influences eating behaviors. Also, other studies have correlated TV watching with higher fat intakes.

What should parents do? Being aware is a good first step. Many parents are unaware of the influence TV has on eating habits. They should also limit the amount of TV that children watch and be good role models in encouraging them to eat fruits and vegetables.

Source: *Pediatrics*, December 2003.

Key words: teenagers, fruit, vegetables.

Women Must Become Proactive About Their Retirement Savings

Life is unfair. We all know that. But it's especially unfair when it comes to women and retirement.

According to a recent report by the Employee Benefit Research Institute, many older, low-income, single women, and many women who have been in and out of the work force over the years to raise families or to care for parents, are likely to have meager Social Security benefits or equally minuscule 401(k) plan balances. These women are unlikely to have funds to cover the cost of basic retirement needs plus the catastrophic costs of nursing homes and home health care. So what's a woman to do?

Dee Lee, author of *Woman and Money: Your Personal Finance Guide*, offers a pragmatic and ambitious approach. Women—single or not, old or not—should start saving more, and now. What's more, women should consider delaying retirement as well as working part-time once in retirement. "Retirement is, after all, a moving target," says Lee.

Before women start making changes in their lifestyle or even savings habits, the first step in addressing retirement income shortfalls is knowledge and confidence. Ignorance is not an option when it comes to money. Regardless of age, marital status and income, women must become proactive when it comes to learning about their family's finances, including how much money comes in and goes out each month.

There are other "shoulds." Women should prepare a budget and work on controlling the liability side of their family's balance sheet, especially their personal and family's credit-card debt. They should get a copy of their personal credit card history. And they should talk to their children and friends about money.

"Money is not a taboo topic," says Variny Paladino, communications director of the American Savings Education Council. "We need to encourage women to talk about money so that it's not a foreign topic. Then there's retirement planning basics. Women (and men for that matter) who have calculated how much money they will need in retirement are much more confident about the possibility of enjoying a comfortable retirement than those who haven't

Family Economics

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crunched the numbers. There are many web sites that provide so-called "retirement needs" calculators, including the Ballpark E\$estimate available on the web at <http://www.asec.org/ballpark>.

It's important that women who are still married develop a thorough understanding of their husbands' retirement plans. In many cases, a husband who selects his pension plan's 100 percent payout option instead of the joint life and annuity option could leave his wife in a financial bind. "This problem of husbands choosing the "wrong" payout option is especially acute among military personnel and civil service employees, such as police and firefighters, who have the ability to retire early," says author, Lee.

Lee also says women should determine their Social Security benefits (information is on the web at <http://www.socialsecurity.gov/planners/index.htm>). This is especially important for divorced women who were married for at least 10 years. They are entitled to certain benefit rights on their former spouse's Social Security record.

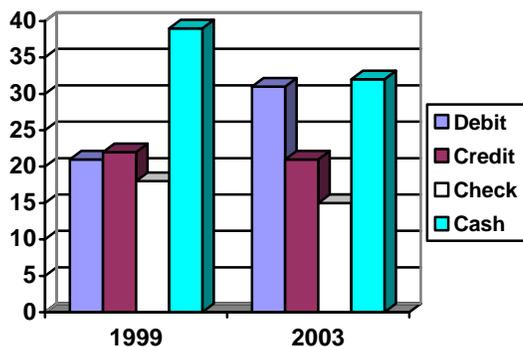
If women fail to begin taking action to secure their retirement, public resources will likely be needed to deal with their inability to finance their old age. This expense will seriously impact local and state governments.

Source: Adapted from Powell, R. CBS Marketwatch, December 17, 2003.

Key words: retirement, women.

Plastic Replaces Cash and Checks for Purchases

Credit and debit cards have finally edged out cash and checks as the preferred method of payment for in-store sales. A 2003 study conducted by the American Bankers Association (ABA) and Dove Consulting, shows that 52 percent of in-store purchases were made with a debit or credit card. Cash and checks accounted for 47 percent of in-store purchases, slipping from a 57 percent lead in 1999.



The popularity of cash and checks has been declining steadily since the advent of the credit card. A more recent innovation, the debit card, has made plastic predominant. Now more people own debit cards than credit cards. Debit cards are used for 31 percent of in-store sales, compared with credit's 21 percent. Younger consumers are a driving force behind the debit revolution. "You don't have all the concerns that come with credit cards, like over usage and piling up debt," according to a spokesperson from the ABA. That's because debit cards draw funds directly from bank accounts.

Another appealing feature: a growing number of grocery stores and merchants offer "cash back" services for debit cards, where consumers can take money out of their account during a transaction without being charged ATM fees. According to industry analysts, consumers typically use credit cards for larger purchases to pay off the purchase over time, while they use debit cards for smaller purchases.

New innovations causing the spread of debit and credit cards include card-swiping machines in some taxi-cabs and cellular credit-card machines that al-

low for example, flea-market vendors to accept plastic. Card issuers also see growth potential in areas such as rent payments and monthly bills, which are usually paid with checks. Industry experts expect plastic to hasten the demise of the check. The survey's author states, "We are fast approaching the day when some retailers say checks are too much of a headache."

Source: Adapted from Albergotti, R., December 16, 2003, "Plastic Puts Fresh Crease in Cash." The Wall Street Journal, page D4.

Key words: credit, debit card, trends.

The Earned Income Credit: Extra Money for People Who Work

Did you work in 2003? You may be eligible for the Earned Income Tax Credit (EIC). If so, you'll owe less in taxes and you could get cash back. Even if you don't owe income tax, you can get the EIC!

- Were you raising one child in your home in 2003? Did your family earn less than \$29,666 if you're single, or \$30,666 if married? You can get an EIC of up to \$2,547.
- Were you raising more than one child in your home in 2003? Did your family earn less than \$33,692 if you're single, or \$34,692 if married? You can get an EIC of up to \$4,204.
- If you weren't raising a child did you earn less than \$11,230, or \$12,230 if married in 2003? Were you between ages 25 and 64? You can get an EIC up to \$382.

Here's how to get the EIC:

- If you were raising children in 2003, file federal tax return Forms 1040 or 1040 A, *not* Form 1040EZ. Be sure to attach Schedule EIC.
- If you weren't raising children in 2003, just file any federal tax return.

Boost your take-home pay! Eligible workers with children can get Advance EIC in their paycheck. Advance payments are not taxable income. For many workers, getting part of your EIC in each paycheck will enable you to pay the rent, buy groceries, and meet other day-to-day needs. EIC payments are *not* counted as additional income in de-

termining eligibility for public benefits such as cash assistance, housing assistance, food stamps, and Medicaid. Get Form W-5 from your employer or call 1-800-TAX-FORM.

Tax time can pay even more—claim your CTC refund! Many families that earned more than \$10,500 may qualify for the Child Care Tax Credit (CTC) refund—up to \$1,000 for each dependent child under age 17. See your tax instructions and get Form 8812.

Free assistance for filling out your tax forms is available at local Volunteer Income Tax Assistance (VITA) and Tax-Aide sites. Call Idaho CareLine at 1-800-926-2588 for a list of Idaho tax assistance sites. Taxpayers may call the IRS toll free at 1-800-829-1040 with tax questions.

Note to educators: Contact Marilyn for an EIC poster, flyer, or more information. I have a list of free tax assistance sites in Idaho. When providing the IRS toll free number, caution taxpayers to be patient. It took me 8 minutes to be connected to an IRS advisor on January 21, 2004. If a taxpayer calls the IRS toll free number on a Monday or date nearer to April 15, it will likely take longer to obtain tax question assistance.

Source: Center on Budget and Policy Priorities (2004). *Facts About the Earned Income Credit*, Washington, DC; Kim Boyak, Idaho IRS taxpayer education coordinator, January 21, 2004 email correspondence.

Key word: taxes.

The Child Tax Credit

The Child Tax Credit (CTC) is a federal tax credit worth up to \$1,000 in 2003 for each child under age 17 claimed as a dependent on a worker's tax return. Congress made changes to the credit in 2001 that made it available to millions more low- and moderate-income working families and provided many families a larger CTC than they could have received in the past.

To be eligible for the CTC refund, a single or married worker must:

- have taxable earned income above \$10,500; and
- have either a Social Security number (SSN) or an Individual Taxpayer Identification Number (ITIN). ITINs are issued by the IRS to individuals who are unable to obtain a Social Security number. Immigrant workers with either type of number may be able to claim the CTC refund.

Most low-wage working families that qualify for the EIC will also be eligible for the CTC. For many families that qualify for both credits, the EIC will be larger, but the CTC will provide a significant income boost.

For families to receive the CTC they must file a federal income tax return—Form 1040 or 1040 A, but *not* 1040EZ. The instructions and worksheet included in the IRS tax form packet will help tax filers figure their income tax and calculate their maximum possible CTC. The CTC is first used to reduce or eliminate any income tax a tax filer owes. If any of the CTC is remaining after the income tax has been eliminated (i.e. if the family's income tax was less than the maximum CTC), the tax filer then completes Form 8812. This form is used to find out if the family qualifies for the CTC refund and, if so, the amount of the refund. Form 8812 must be attached to the tax return.

Free assistance for filling out tax forms is available at local Volunteer Income Tax Assistance (VITA) sites and some Low-Income Taxpayer Clinics, or call the IRS toll free at 1-800-829-1040.

Note to educators: see educator message in previous article.

Source: Center on Budget and Policy Priorities (2004). *Facts About the Child Tax Credit*, Washington, DC.

Key words: taxes, income.

How to Determine If a Child Qualifies for the Earned Income Credit or Child Tax Credit

Earned Income Credit (EIC)	Child Tax Credit (CTC)
A qualifying child is a child who is your...	A qualifying child is a child who is your...
Son, daughter, adopted child, stepchild, or descendent of any of them (for example, grandchild) OR	Use EIC qualifying child rules.
Brother, sister, stepbrother, stepsister, or a descendent of any of them (for example, your niece or nephew) whom you cared for as you would your own child OR	Use EIC qualifying child rules.
Foster child (any child placed with you by an authorized placement agency whom you cared for as your own child) AND	Use EIC qualifying child rules.
Was at the end of 2003 , under age 19 OR	Was at the end of 2003 , under age 17
Under age 24 and a student OR	under age 17
Any age and permanently and totally disabled AND who	no provisions for disabled children ages 17 and older
Lived with you in the United States for more than half of 2003. If the child did not live with you for the required time, see Exception to "Time Lived with You" Condition of IRS Form 1040 A, page 42 or Form 1040, page 46.	Same as EIC except: A foster child must live with you the entire year.
Note: If the child was married or meets the conditions to be a qualifying child of another person (other than your spouse if filing a joint return), special rules apply. For details see Form 1040A, p. 43 or Form 1040, p. 47.	
Immigration Status: Worker, spouse and qualifying child must each have valid Social Security number and be permitted to work legally in U.S.	Immigration Status: Child must be a U.S. citizen or resident alien; Social Security numbers or ITINs for parents and children are required.

Source: Center on Budget and Policy Priorities (2004). *Facts About the Child Tax Credit*, Washington, DC.

Key word: taxes.

Free Tax Preparation for Low-Income Workers

Last year 94,616 working families and individuals in Idaho claimed the EIC for tax year 2002. Many more families and individuals were eligible, but did not feel comfortable filling out their tax forms themselves. A commercial tax preparer may charge them \$55 to \$100 to prepare their tax return.

It can cost another \$30 to \$100 or more to get a "refund anticipation loan" that provides the taxpayer a "refund" in just a day or two. People who are eligible for the EIC and CTC refunds earn low incomes; it doesn't make sense for them to pay for tax preparation when there is a cost free choice: VITA. VITA stands for Volunteer Income Tax Assistance. It is a free, IRS-sponsored program to help low-income workers fill out their tax forms.

VITA sites are located in community action agencies, churches, libraries, public assistance offices, shopping malls, and other public places. VITA sites are open from late January or early February through April 15. Most prepare tax forms on a first-come, first-served basis. Most sites are not open every day and may have limited evening or weekend hours. VITA volunteers are trained according to IRS guidelines to fill out tax forms and answer questions.

Some VITA sites are equipped to file tax forms electronically or they can arrange for this to be done at a central location after the return is prepared. Filing electronically—having a return completed by computer—helps filers receive a refund more quickly.

Help publicize VITA sites by including them in a newsletter, posting them on a bulletin board, publicizing them through Extension nutrition advisors working in the University of Idaho ENP or EFNEP programs, or by including them in a radio or TV interview. You may obtain a listing of VITA and Tax-Aide sites in your county by contacting Marilyn or calling Idaho CareLine at 1-800-926-2588.

Source: Center on Budget and Policy Priorities (2004). *Helping Workers Claim the Tax Credits They've Earned*. Washington, DC; Kim Boyak, Idaho IRS taxpayer education coordinator, January 21, 2004 email.

Key word: taxes.