

Judy Lizotte, 58, works at Bangor Savings Bank's wealth management division in Augusta. She hopes to keep working until she's 66 or 67 to boost her Social Security payments.



TROY R. BENNETT | BDN

## Workers

*Continued from Page C1*

Cianbro — has developed strategies for attracting and retaining valuable older employees.

Age-friendly incentives at the 164-year-old financial services company include flexible scheduling, the opportunity to work fewer hours per week, training in new technologies, regular ergonomic assessments, access to adaptive office equipment and more.

"If someone's working here and doing a good job, we want to keep them as long as possible," Moffatt said.

Out of the company's approximately 740 employees, she said, about 130 — more than a third — are 50 years old or older, and 66 are over age 60.

For 58-year-old Judy Lizotte, who has worked in Bangor Savings Bank's wealth management division in Augusta for the past five years, the idea of retiring holds little appeal. Work-

ing until she's 66 or 67 will boost her social security payments, but for personal reasons, "I may go beyond that," she said.

"I like my job very much," Lizotte said recently in a phone interview. In addition to enjoying her interactions with co-workers and clients, she appreciates putting in a good day's work and the sense of accomplishment it brings.

Because her personal life includes caring for both an aging parent and a family member with chronic illness, she is grateful for Bangor Savings Bank's family-friendly policies. For example, she was recently given extra time off so she wouldn't use up precious vacation hours taking family members to their medical appointments.

"They said I needed to be rested to do my job," she said. "There is always coverage for me when I have to be away. Everyone just steps up. I feel very blessed."

### Mutual benefit

AARP, which advocates on behalf of Americans age 50

and older, says age-friendly strategies like these help employers prosper from the availability of baby boom workers. The organization has launched a national initiative aimed at supporting and promoting the older workforce, pointing out that older employees bring valuable qualities such as reliability, a strong work ethic, professional expertise and life experience to the workplace.

"You hear a lot about the need to recruit younger people to Maine, or to keep them from leaving," said Lori Parham, executive director of AARP in Maine. "But we can't forget about the fact that we have a large and growing population of 55-plus workers right here who bring a lot of value to the workplace."

For boomers looking to stay in the workforce, Parham offered a few tips to maximize employability.

First, she said, be proactive about keeping up with technology, including social media and computer applications. Technology is constantly changing and the ability to adapt with it is a

valuable skill. Almost every job these days requires a degree of comfort with digital devices and processes.

Second, if you're employed, don't be complacent. Even if you're not looking for new responsibilities, find opportunities to sharpen your skill set and expand your expertise, including professional conferences, academic courses and on-site training.

Third, if you have long-time experience in your workplace, consider mentoring younger employees just coming on board. Formal or informal mentoring relationships show your value and leadership, and younger employees have important ideas to teach you, too.

Finally, Parham said, while it's natural and important to develop friendly relationships with younger co-workers, draw mature boundaries. An occasional after-hours gathering is one thing, she said, "but don't go to happy hour every night after work with your 21-year-old co-workers."

## Atwood

*Continued from Page C1*

cause I lost my brother to cancer in 2008 and my father has beaten stage 4 cancer."

She has a ton of hard work to do between now and July 24. People are always asking her what she's doing to train. She gave an answer in the blog she's writing about her experience.

"The toughest part for me in this off-season and living in Maine is I am not training outdoors the way I like to. Swimming is in the pool. Biking is in the speed lab. And thanks to mild plantar

fasciitis, running is limited to the treadmill (dreadmill)."

If you'd like to follow Marcia's journey, check out her blog, Marcia's Magic. She also is trying to raise money for the Ironman Charity Partner, the Multiple Myeloma Research Foundation. There's a link to the fundraising page on her blog or you can visit [http://support.themmr.org/site/TR/EnduranceEvents/EnduranceEvents?px=1875820&pg=personal&fr\\_id=2120](http://support.themmr.org/site/TR/EnduranceEvents/EnduranceEvents?px=1875820&pg=personal&fr_id=2120), if you'd like to help her reach that goal — she's halfway there.

Read more of Diane Atwood on her BDN blog, [Catching Health](#).

## Souls

*Continued from Page C1*

"Aging is not simply a physical process," she said, "but also an important time for elders' spiritual growth

and exploration."

As Maine's population ages, Field said, churches of all denominations can play a key role by convening discussion groups such as "Seasoned Souls" to support its older members' spiritual needs.

## READ BLOGS

[bangordailynews.com/maine-blogs](http://bangordailynews.com/maine-blogs)

## Haskell

*Continued from Page C1*

emergency responders can arrive.

Although AEDs have been around since the 1970s, the technology was still unfamiliar to the general public in 2008 when I wrote that first story, and I suspect it still is now. Federal legislation co-sponsored by U.S. Sen. Susan Collins in 2000 provided funding to push AEDs out into schools, town offices, community centers and other high-traffic public venues, particularly in rural areas. Now, 16 years later, the devices hang on the wall in many public buildings and a growing number of private workplaces, group homes, health care facilities and other locations, especially where large numbers of people live, work or gather. You may have one near you and not even know it's there, much less how to use it.

The U.S. Centers for Disease Control and Prevention reports that the survival rate for cardiac arrest treated with CPR alone is less than 10 percent, with the odds of survival declining with every minute that passes. By contrast, individuals treated with AED within a few minutes of arrest have a survival rate of more than 30 percent. Nonprofessionals, with or without training, who administer CPR or use an AED to try to save the life of someone in cardiac arrest are covered by state-level "good Samaritan laws" that protect them from legal action if they are unsuccessful.

CPR/AED training is easy to come by, not expensive and not especially challenging to complete. You can sign up for a class through the American Red Cross or the American Heart Association. Your local hospital may offer classes. Your workplace may be willing to bring a trainer in.

And if there isn't an AED nearby, you might want to look into getting one. I lobbied hard for the BDN to

purchase one back in 2009, right after I learned about them. It took a while, but I'm glad to report we have one, hanging beside the water-cooler, not far from the lobby. It cost about \$1,500 — not insignificant in these budget-conscious days, but

it is a reassuring presence nonetheless, especially with so many of my younger co-workers newly certified and emboldened to use it.

Read more of Meg Haskell at <http://livingitforward.bangordailynews.com/>.

ALL SINGING! ALL LAUGHTER! ALL HOLLYWOOD!

**FORBIDDEN HOLLYWOOD**

The Smash Hit Musical Comedy of the Movies!

**SATURDAY MARCH 26 7:30 PM**

Recent classics like Titanic, Star Wars, Harry Potter and Lord of the Rings all receive the comic once-over from Forbidden Hollywood's cast.

SHOW SPONSOR **FOUR POINTS BY SHERATON** Bangor Airport

**TICKETS: \$35/25**

2015-2016 **THE GRACIE SEASON**

gracietheatre.com | 941.7888 | @gracietheatre | gracietheatre

**COMING SOON**

**3.19 The Adventures of Sherlock Holmes** - A live production, featuring the world's most famous detective

**3.20 Simone Dinnerstein**

**3.26 True Blues - Sin and Redemption** Featuring Corey Harris, Guy Davis, Alvin Youngblood Hart and The Campbell Brothers

**4.3 Popovich Pet Theater**

**4.10 Mnozil Brass - YES, YES, YES!**

**6.9 Patty Griffin**

**207.581.1755**  
[collinscenterforthearts.com](http://collinscenterforthearts.com)

SEASON SPONSOR **Bangor Savings Bank** MEDIA SPONSOR **BDN** SHOW SPONSORS **UCU** **Deer River Company**

The University of Maine is an equal opportunity affirmative action institution.

## EMMC Welcomes Dr. Villanueva



Sophia Villanueva, MD, is fellowship trained in colon and rectal surgery and offers a variety of surgical and treatment options.

### Patients can reconnect with Dr. Villanueva

EMMC Northeast Surgery  
417 State Street - Webber East, Suite 330  
Bangor, ME 04401  
207-973-8881

For more information, visit [emmc.org](http://emmc.org).

 **EASTERN MAINE MEDICAL CENTER**  
EMHS MEMBER