

Tips to find a job in the modern market

Professionals know that standing out in a crowded field of applicants has long been a challenge when seeking a new job. But that challenge grew significantly more difficult in the internet era, when it became vastly easier and quicker to apply for a new opportunity but simultaneously more difficult to stand out from the many other applicants who could apply in a few minutes or less.

The modern job market certainly requires a different approach to finding a job than in years past. However, some useful points can help talented professionals find their next job.

• **Hone your networking skills.** Networking is a vital skill for modern professionals, including those looking for a new job. Though internet reports suggest as much as 85 percent of job openings are now filled through networking, that data has been debunked and characterized as a myth. Still, networking can help professionals learn about openings before they're listed (if they're even listed at all) and also provide insight into a company's culture.

• **Create a visible online profile.** LinkedIn was long considered the go-to platform for professionals to establish an online profile, and that's largely still the case. Though some LinkedIn users complain that jobs advertised on the site are not removed even weeks after they've been filled and others feel the site has become a more traditional social networking site and less a professional networking platform in recent years, it's still a go-to platform among human resources professionals and recruiters. In fact, a recent report from Jobvite found that 87 percent of recruiters



utilize LinkedIn to identify candidates. So while some may view LinkedIn as less useful than it used to be, HR professionals continue to value it.

• **Create an informative online profile.** It's important to have an online profile in the modern professional world and equally vital to make that profile as informative as possible. Avoid lengthy sentences that HR professionals and others are unlikely to read in favor of bullet points of relevant experiences and skills. It's possible to be both concise and informative, and professionals should aspire to be both when crafting their online profile.

• **Keep looking.** Though it's hard to confirm various online claims regarding how many applications the average job seeker submits before landing a new job, various sources indicate a person can expect to apply for as many as 200 jobs before successfully finding new work. That's a lot of leg work and frustration, but it's vital that professionals avoid waving the white flag. A new opportunity will eventually arise, particularly for those who fully commit to finding a new job.

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Tips to manage a family schedule with greater efficiency

The average twenty-first century family is quite busy, with each individual family member having their own responsibilities and social lives.

According to Aspen Institute's National State of Play 2024, nearly 40 percent of children in the United States between the ages of six and 17 regularly participated in a team sport, and the average child plays 1.6 sports. Recent data from the Bureau of Labor Statistics in May 2025 also indicates around 50 percent of all married-couple families are dual income. For all families, including those with children, 67 percent of married-couple families with children are dual income households.

Needless to say, with school, sports, work, and other responsibilities filling up families' days, staying organized becomes an important priority. Keeping schedules straight involves forethought. Efficient and effective time management that incorporates the following suggestions can help schedules feel a little more manageable.

Keep a family calendar

It is important to post schedules visibly so that everyone knows what is going on each day. The type of calendar used will vary depending on what families find most helpful. For some, it may be a traditional paper calendar hung in the kitchen or mudroom. Others may find that a shared digital calendar is most effective, particularly those who rely heavily on phones or other digital devices. No matter which type of calendar is used, color-code each family member so it is easy to identify immediately which dates are relevant to each family member.

Create routines

Consistent daily or weekly routines can help a family understand what is expected and when. Providing structure can reduce decision-making fatigue, according to Becoming Minimalist. Dinner can occur at the same time each day, and homework time may be scheduled so kids know when they are expected to hit the books.

Use reminders

Reminder apps on phones or other devices can be very handy for keeping everyone in check. Alarms and reminders will alert the person as to when they are expected to be somewhere. Letting children set their own reminders can set them up for success by being responsible individuals.

Get kids involved

Again, looping children into the process of establishing schedules and an organizational system helps teach them responsibility. Plus, if they are more invested in the process, they may be more apt to follow along. Families can hold weekly chats or meetings about upcoming events and discuss how to delegate or who might be able to attend what and when. Children can weigh in on what is important to them and what can be passed up, such as if school is offering a special bonus extracurricular that is not mandatory to attend. All Pro Dad, a program of the national nonprofit educational and charitable organization Family First, says it is all right to say "no" to extra commitments and prioritize what's important to the family.

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Make fruits fun for kids

Many parents can attest to the challenges in encouraging children to eat healthily -- including incorporating plenty of fruits and vegetables into their daily diets.

Children tend to become picky eaters for a number of reasons, according to the UCSF Benioff Children's Hospital. Some children are just naturally more sensitive to taste, texture and smell of some foods. Others may learn their picky eating from parents who pick and choose among their meals. Still other children learn to be selective through bribes and punishments around mealtime.

However, there needn't been fussing and feuding over food choices -- particularly produce -- when parents employ a few creative ideas to entice children to dig into healthy foods.

1. **Ask for your child's help:** Have your child ride along to the grocery store and take an active role into picking out healthy foods that he or she may be willing to try. Most nutrition experts find that if children take in interest in what they will be eating, and are instrumental in making some choices, they will have a higher rate of eating those meals and foods.

2. **Understand your child's eating habits:** Some children will eat the crown of broccoli but leave aside the stems. There are kids that will eat anything as long as it's dunked in ketchup. They may enjoy pears as long as they are cut up into pieces with the skin removed. Pay attention to how your child likes to eat the food and present it that way. It could mean fewer arguments at the dinner table.

3. **Explore new flavor combinations:** Oftentimes mixing certain flavor combinations can entice children to eat foods they may have never considered trying. Just think about the popularity of fruit juices mixed with vegetable purees. Some children have an inclination toward favorite flavors or just can benefit from a little variety, which can sometimes prove challenging when



produce is out of season. Try Grapple(R) brand apples, which combine the fresh, familiar flavor of Washington apples with the aroma and taste of concord grapes. Through a patented process, premium Washington State apples are infused with grape flavor to create a product that "Crunches like an Apple, Tastes like a Grape(TM)." The health benefits of Grapples are just the same as other variety of apples and there are no artificial ingredients added or genetic altering.

4. **Try creative presentations:** Simply presenting the foods in a unique way can make them fun to eat. Try making fruit creations, such as "snowmen" out of stacked grapes, or orange and peach skewers. Children may be more inclined to drinking fruit smoothies mixed with yogurt, or giving foods fun names, such as banana bombs, which are just chunks of banana rolled in honey and granola. All it may take is creating a fruit face on a plate with different fruits resembling features. Try kiwi eyes, Grapple slices for a mouth, a blueberry nose or whatever you come up with.

5. **Be patient with new foods:** It can take a few attempts and repeated exposure to get children to try new foods, says the Mayo Clinic. Serve new foods along with children's favorite foods, like Grapple slices added to peanut butter

sandwiches.

More information is available by calling 1-800-232-2636 or visiting www.grapplefruits.com and Facebook at <http://www.facebook.com/Grapplebrandapples>.

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Travel tips for the over-50 crowd

Travel has long been viewed as a positive hobby that can pay short- and long-term dividends. Some of those benefits may surprise even the most devoted jet-setters. For example, a joint study from the Global Commission on Aging and the Transamerica Center for Retirement Studies found that women who vacationed twice a year had a considerably lower risk of heart attack than women who vacationed once every six years. The same study noted men who did not take an annual vacation had a 30 percent greater risk of heart disease than men who did vacation each year.

Traveling after 50 may necessitate a slightly different approach than it did when individuals were younger. Though adults over 50 can reap the same travel-related rewards they did when they were younger, some additional safety measures may be necessary at this point in travelers' lives.

• **Determine vaccination requirements** if you plan to travel overseas. The Health In Aging Foundation urges older travelers hoping to go overseas to identify vaccination requirements in countries they plan to visit. Make this part of your early planning, as the HIAF notes some countries require vaccinations be administered at least six weeks prior to entry.

Information regarding travel-related vaccinations can be found on the Centers for Disease Control and Prevention website at <https://wwwnc.cdc.gov/travel/page/travel-vaccines>.

• **Get a pre-trip medical checkup.** A pre-trip medical checkup can ensure adults over 50 are healthy enough to travel. A doctor visit also can be a great opportunity to update vaccinations and discuss medications.

It can be tricky to manage medications when crossing time zones, and travelers can work out



a schedule with their physicians to ensure they don't miss any doses. This also can be a good time to renew prescriptions to ensure you don't run out while away from home. Work with your physician and pharmacist to create a list of prescription and over-the-counter medications you take, which the HIAF notes will make it easier to get through customs and get replacement medicines should you need them while traveling.

• **Beware of deep-vein thrombosis (DVT)** and how to avoid it. The Mayo Clinic notes DVT occurs when a blood clot forms in one or more of the deep veins in the body, typically in the legs. Lack of movement is a risk factor for DVT, which can affect immobile travelers during long flights, train rides or road trips. DVT risk can be reduced by getting up and walking around when allowed to do so on long flights or train rides.

If you'll be driving long distances, make frequent pitstops to get out of the car and stretch your legs.

• **Stay hydrated.** The Cleveland Clinic notes that dehydration can cause dizziness, elevate a person's heart rate, contribute to swollen feet and muscle cramps, and result in fatigue, among other side effects. Travel is exciting, and it can be easy to forget to hydrate during engaging trips. But the HIAF recommends individuals bring a large bottle of water with them and drink even if they do not feel thirsty.

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OFFICIAL PROCEEDINGS OF THE BOARD OF COUNTY COMMISSIONERS BENSON COUNTY NORTH DAKOTA January 6, 2026

The Benson County commissioners met in regular session on Tuesday, Jan. 6, 2026 at 8 a.m. in the commissioner room of the Benson County Courthouse, Minnewaukan, ND. Commissioners present: Dick Horner, Ron Stadum and Tammy Kuk. Doris M. Griffin and David Davidson were present via Teams. The meeting was called to order by Chair Stadum. Other people present: Kelly Glover, Benson County Farmers Press; James P. Wang, Benson County state's attorney; Scott Todahl, DEM and highway superintendent; Joy Orvedal, highway department clerk; Nikki Steinhaus; and Randy Weed.

The Pledge of Allegiance was recited. A motion was made by Kuk, seconded by Horner, to approve the minutes from the regular meeting of Dec. 16, 2025. All members voted yes. The motion carried. Scott Todahl, DEM and highway superintendent, met with the board to give a report for the highway department. He discussed the flex fund grants he applied for. Todahl reported an audit was done on some Homeland Security grants he worked with.

The election was held for the appointment of a new commission chair and vice chair. A motion was made by Kuk, seconded by Horner, to appoint David Davidson as chair. Nominations ceased. All members voted yes. The motion carried. A motion was made by Kuk, seconded by Horner, to appoint Doris Griffin as vice chair for the 2026 year. Nominations ceased. All members voted yes. The motion carried.

Davidson arrived at the meeting in person. The meeting was turned over to Davidson to chair the remainder of the meeting.

Susan Fossen, Benson County Transportation director, met with the board. Anthony Delorme was present at this time. Delorme explained the issue he is having with getting a job application to Benson County Transportation.

Laura Wanzek, Benson County sheriff, came to the meeting.

Delorme relayed the process he went through for a driver position with BCT to the board. Fossen stated no application was received from Delorme back in 2024; there was only a conversation regarding the job. Fossen stated Delorme would not be a Benson County employee through BCT. She said she still hasn't received an application from Delorme. Fossen said the position would be under the state of ND. Horner gave input on this issue. Fossen questioned why Delorme didn't follow her instructions to mail the application back and, rather, he left it in her door which resulted in her not receiving it. The auditor made a copy of the completed application Delorme provided and gave it to Fossen. Fossen reviewed the application and stated the application was incomplete. Davidson asked her to mark the incomplete pages and provide them to Delorme. Delorme asked for further direction from Fossen regarding the application. Fossen stated she will provide Delorme with a new application to return to her via mail. Horner questioned why the application needs to be mailed. Fossen stated the reason is so all applicants are treated equal. Griffin questioned why the application process has recently become a problem. Delorme stated he is looking for administrative action regarding this issue. Stadum questioned why Fossen was resistant with the application process. Orvedal questioned if the hours for the position

are posted with the job ad. Horner stated this issue should have never become an issue. Horner questioned who oversees Fossen and she replied it was the state DOT. Horner questioned how many vehicles are used by her department. Fossen stated the board has not seemed concerned with her department in the past. She stated her salary is set by averages provided throughout the US and it is not set by the state. Fossen stated the state of ND is questioning why Fossen is under Benson County at all.

Sheriff Wanzek met with the board to give her sheriff's report. She stated she received a late bill from Hero Industries in the amount of \$2,800 for plush stuffed dogs. She stated excess costs, including the rush fee that was applied, were estimated at \$450. Wanzek stated she worked with Hero Industries and got the bill reduced to \$1,937.50 if she removes the personalized vests and collars. Kuk said the dogs were being sold as a fundraiser. Wanzek stated her concern was that the money for this purchase could have been used for vehicles, etc. and thought that large expenditures should have been approved by the board prior to purchase. She updated the board on the progress of getting vehicle bids.

Wanzek stated her concerns with the new lounge at the Spirit Lake Casino and the issues resulting from it. She stated she met with casino personnel regarding this issue.

Wanzek reported on some of the condemned apartments in the city of Minnewaukan.

Wanzek stated Temporary Deputy Ahmann's hours are being tracked. She reported on the hiring process for her deputies and the issues with getting cell phone/radio coverage. Wanzek also updated the board on switching decals on two of the vehicles used by her department. She spoke regarding the current deputy she has in her department and the progress of her obtaining her license. Davidson asked that Wanzek provide the board with monthly "calls for service" reports.

Weed spoke during the public comment period regarding public safety and the sheriff's department. He expressed his concern with having Deputy Ahmann employed on a temporary basis. Weed stated the overpayment Ahmann received in June of 2024 should have voluntarily been paid back by him.

The board recognized that the Robert's Rules of Order will be used for commission meetings in 2026 per the motion made in 2025.

A motion was made by Stadum to reappoint Dick Horner and Scott Knoke to the Benson County Events Center board for a period of three years commencing Jan. 21, 2026. Horner gave an update on the heating issues at the events center. Stadum's motion was seconded by Kuk. All members voted yes. The motion carried.

Randy Thompson, tax director, met with the board to discuss the 2026 ag value assessment report for his office. He stated Benson County is over the tolerance level by 4%. He informed the board a final decision on this issue will be made at the annual tax equalization meeting in June 2026.

A motion was made by Stadum, seconded by Griffin, to reappoint Paul Kallenbach, Gary Elfman and Angel Hoffer to the Benson County JDA board for a period of three years commencing Jan. 5, 2026. All members voted yes. The motion carried.

A motion was made by Griffin, seconded by Horner, to appoint Laura Wanzek as acting Benson County coroner for a period of five years commencing Jan. 6, 2026. All members voted yes. The motion carried. State's Attorney Wang gave

input on the coroner position. Wanzek stated she has been in contact with the Benson County coroner to discuss future plans for this position.

The board reviewed and discussed the monthly county bills. A motion was made by Kuk to pay all county-approved bills. Discussion was held on the proposed new LEC building and the grant that was awarded for the current building. Kuk's motion was seconded by Stadum. All members voted yes. The motion carried unanimously. The following bills were paid:

Verizon	\$397.87
WEX Bank	2,575.87
BC Highway Dept.	7,119.22
Capital One	\$93.18
CenDak Cooperative-- Maddock	21,271.58
CenDak Cooperative-- Maddock	6,657.79
Farmers Union Oil-- York	151.70
Faye Glover	1,172.04
Janet Peterson	1,172.04
Mac's Hardware	118.50
ND Dept. of Transportation	61,516.45
Northern Plains Elec.	68.00
Otter Tail Power Co.	250.68
Power Plan (RDO Equip.)	1,308.00
Rough Rider Industries ..	316.09
Runnings Supply, Inc. ...	31.28
BC Fair Association	324.83
BC Highway Dept.	260.00
Bravera Bank--Visa	679.26
CenDak Cooperative-- Maddock	1,380.46
Cole Papers	208.62
Dukes Car Wash & Detail Center, Inc. ...	199.96
Farmers Union Oil-- York	594.15
Fireside Office Solutions	124.89
Lake Chevrolet GM Auto Center	165.00
ND Telephone Co.	831.98
Northern Plains Elec.	55.50
Otter Tail Power Co.	1,433.93
Prairie Public Ramada by Wyndham Bismarck	99.00
Emily Thumb	41.66
AT&T Mobility	206.44
O'Reilly Automotive, Inc.	54.00
Xtreme Sign & Graphix ..	1,220.00
Aflac	1,048.91
Blue Cross Blue Shield of ND	2,981.90
Colonial Insurance	241.63
First Unum Life Insurance Co.	317.09
National Life Group One	450.00
BC Treasurer	583.23
BC Treasurer	180.00
B & J Excavating	1,183.67
Devils Lake Hardware ...	9.99
Dessler M Sanitation	540.00
Goubeur Iron Works, LLC	36.09
John Deere Financial	7.52
Mac's Hardware	171.93
ND Dept. of Transportation	9,571.93
Nodak Electric Co-op	284.83
Otter Tail Power Co.	245.19
BC Fair Association	310.60
CenDak Cooperative-- Maddock	1,193.93
CenDak Cooperative-- Maddock	804.06
Devils Lake Hardware ...	167.97
Maddock Rural Renaissance	200.00
Prairie Public	230.00
Taylor Print & Visual Impressions	2,687.21
Verizon	397.77
BC Water Resource Board	5,163.34
Butler Machine	36,754.20
Butler Machine	20,000.00
City of Esmond	25.00
City of Maddock	144.28
Johnson Ag Resources, LLC	88.37
NAPA Auto Parts	77.05
Northstar Auto	16.00

Pomp's Tire Service	7,765.98
Spirit Lake Tribe Refuse Control	20.00
Wold Engineering	62,486.17
Scott Todahl	1,210.00
LR Residential Re-entry Center	300.00
NDACo Resource Group	9,018.44
ND Co. Auditors & Treasurers Assn.	400.00
Advanced Business Methods	190.96
BC Farmers Press	216.30
BC Farmers Press	28.00
Proforms	185.78
The Sidwell Company ...	6,311.81
Thomson Reuters --West	440.22
Tyler Technologies, Inc. ..	4,464.75
BC Farmers Press	472.68
ArcaSearch, LLC	1,299.00
Dakota Mailing & Shipping Equip., Inc. ...	201.67
Geoland Management, LLC	400.00
Information Technology Dept.	1,320.50
Information Technology Dept.	506.25
LR Law Enforcement Center	7,785.37
Bonnie Erickson	1,000.00
James Wang	1,000.00
Laura Winsen	155.00
Samantha Sears	421.43
James Wang	854.67
Jayla Smith	150.00
Randy Thompson	1,000.00
NDACo Resource Group	2,800.00
Stones Mobile Radio, Inc.	70.40
Pitney Bowes-- Auto. Withdrawal	2,000.00
Pitney Bowes-- Auto. Withdrawal	2,000.00
Tasc	2,676.05
ND Public Employees Retirement	30,673.36
Nationwide Retirement Solution	732.00
ND Public Employees Retirement	24,443.57
ND State Tax Commissioner	1,338.00
Denise Flood	69.30
Randy Thompson	1,800.00
City of Esmond	25.00
City of Leeds	28.00
City of Maddock	158.35
Dakota Implement	1,636.59
Dennis Weed	119.76
NAPA Auto Parts	160.82
Spirit Lake Tribe Refuse Control	20.00
Advanced Business Methods	125.84
City of Maddock	757.21
Floodwater Properties ..	500.00
Maddock Business & Technology Ctr.	150.00
Matthew Bender & Co., Inc.	174.61
LR Law Enforcement Center	268,416.00
LR E-911 Authority	137,413.00
Minnewaukan City	212.05
Minnewaukan City	132.75
Quill Corporation	80.26
Spirit Lake Tribe	2,500.00
The Sidwell Company ...	15,265.00
Jonathan Rice	550.00
Distribution to Entities ..	715,389.70
December 2025 NET PAYROLL Co. Road	\$58,824.90
General/DEM/Co. Agt. ...	\$2,094.92
Steinhaus spoke regarding her battle with Sheriff Rode and Deputy Travis Carlson. She stated no officer still has come forth to take her report regarding Rode and Carlson. She explained the need for victims of violence shelters in the surrounding areas.	
A motion to adjourn was made at 10 a.m.	
Bonnie Erickson Benson County Auditor	
Ron Stadum Chair	

Benson County Commissioners Meeting

Benson County Courthouse
311 B Avenue South
Minnewaukan, ND 58351

February 17, 2026
8:30 a.m.

The agenda includes a discussion, review and recommendations for the Governor on a proposed land purchase by the U.S. Fish and Wildlife Service of approximately 520 acres in Riggin Township.

Located at:

Township 154 North, Range 67 West of the 5th P.M. in Section 12 (N½NE¼, SW¼NE¼, SE¼NW¼, SE¼NE¼, N½SE¼, NE¼SW¼, and S½SE¼) and Section 13 (N½NE¼ and SE¼NE¼)