

# Major businesses offering menopause benefits

By Kelsey Butler  
BLOOMBERG

Microsoft Corp., Palantir Technologies Inc. and Abercrombie & Fitch Co. are among a small but increasing number of U.S. businesses offering menopause benefits, with women most likely to be affected now representing 20% of the female workforce.

About 4% of employers that offer sick leave are providing additional support for menopause such as access to hormone therapy and counseling, according to a report Tuesday by benefits consultant NFP. The survey, which polled 522 human resources employees involved in creating and updating their companies' leave policies, found that about a third of businesses that don't currently provide accommodations for menopause are open to offering them in the next five years. It was the first time NFP asked the question about menopause benefits.

Employers are stepping in as menopause-related loss of productivity and medical expenses are costing the U.S. economy



Dreamstime

**Employers are stepping in as menopause-related loss of productivity and medical expenses are costing the U.S. economy \$26.6 billion a year, a report from Mayo Clinic showed.**

\$26.6 billion a year, a report from Mayo Clinic showed. Women aged 45-54 are a growing segment of the U.S. labor market, and their ability to work may be affected by symptoms like sleep disturbances and hot flashes during this period.

"Replacing them is going to cost the company so much more

than supporting them," Maria Trapenasso, who leads NFP's national human resources consulting practice, said in an interview.

"These are also your most seasoned leaders," she said, adding that they often mentor newer employees and bring stability to a business.

Microsoft noticed the issue bubbling up over recent years and in July started offering access to specialists and educational resources to employees globally, according to Sonja Kellen, senior director of global health and well-being at the Redmond, Wash.-based software maker. Maven Clinic, the company's virtual health care provider, logged over 3,000 provider-member interactions in 58 countries during the first two months.

"We had such a phenomenal response to it, so clearly it was showing that employees had some pent-up demand for this," Kellen said in an interview.

British bank Standard Chartered Plc this month said it would cover treatment of menopause-related symptoms for all employees and their partners globally. The lender noted that the ages that women suffer menopause are also "the point at which they could attain senior leadership roles." It said about 7% of employees are represented in this group.

The National Basketball Association, clothing retailer Abercrombie & Fitch and data analy-

sis firm Palantir also have recently started offering menopause benefits through Carrot Fertility, the provider said. Blue Cross Blue Shield of Massachusetts, which recently held a menopause webinar during which Chief Executive Officer Sarah Iselin shared her own experience, offers wellness coaching and allows employees to use sick time for managing symptoms.

At Maven, its menopause service is the company's fastest-growing offering, with 300 clients signing on since it launched late last year, according to CEO Kate Ryder.

The demand is set to continue to grow, according to Jill Angelo, co-founder and CEO of virtual menopause clinic Gennev. "You're starting to see this generation of older millennials that have grown up with fertility care in the workplace now aging into menopause," Angelo, a former Microsoft executive, said in an interview. "And they're going to have those expectations of that level of care that they've been receiving in the fertility space from their employer."



D?nzl/ullstein /Getty Images

**Southwest Airlines is among several major carriers that have found and removed suspect parts sold by AOG from their fleets.**

## GE, Safran find more jet engines with bogus parts in AOG probe

By Ryan Beene  
BLOOMBERG

CFM International Inc. identified more aircraft engines and forged documents linked to the U.K. parts distributor behind an alleged scheme to sell aircraft components backed by forged records.

An extensive review by the engine-making joint venture of General Electric Co. and France's Safran SA found that 145 engines in the global fleet have been fitted with bogus parts linked to London-based AOG Technics Ltd., a CFM spokesman said in a statement. More than half of the affected engines have been removed from service.

The updated tally marks an increase from the 126 affected engines previously identified by the partners earlier this month. The CFM56 power plants are used in older Airbus A320 and Boeing 737 jets, still some of the most widely used aircraft in the global fleet.

The new findings were made after an "exhaustive" review of records supplied by AOG under a court order obtained by the CFM partners last month. The examination of those records has been completed, CFM said, a sign that the scandal's scope is coming into clearer view. The latest update shows fewer than 1% of the 22,600 CFM56 engines in service today were affected, the engine-maker said.

"We are closely working with CFM56 operators affected by unauthorized parts from AOG Technics while supporting the investigation to keep unapproved parts out of the global supply chain," CFM said in the statement. The company has shared the results of its

review with aviation regulators in the US, Europe and UK.

The AOG scandal, first reported by Bloomberg in late August, has reverberated around the industry as the number of airlines finding the unapproved parts on their aircraft have grown. The incidents have affected carriers from Portugal to the U.S. and as far as Australia, underscoring the global nature of the problem and the industry's effort to contain it.

The review also found 180 forged records in total, up from fewer than 100 previously.

GE established a task force to scour through the forged records and identify the parts that must be removed from affected airlines, GE's chief executive officer said.

"We took this matter quite seriously," GE CEO Larry Culp said in an interview Tuesday after the company released third-quarter earnings. "There has been nothing short of an extensive review of that documentation and we're working with the airlines to remove the unauthorized parts from their engines."

Major carriers including Delta Air Lines Inc., United Airlines Holdings Inc. and Southwest Airlines Co. have found and removed suspect parts sold by AOG from their fleets. So too have carriers in Europe and Asia.

CFM, GE and Safran are working on internal changes to curb the risk of similar episodes in the future. The companies also plan to work with others in the industry on long-term actions in order to prevent other bad actors from passing off forged airworthiness records in the future, the CFM spokesman said.

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**Houston Chronicle**  
Lone Star College - Advertisement for 10/18/2023 and 10/25/2023:

Notice to Proposers  
Request for Proposal will be received by Lone Star College for:

- RFP #911 Audio Visual Equip/Install/Maintenance & Repair Services. Electronic submittals due by 3:00PM, Wednesday, November 8, 2023.
- WebEx pre-proposal meeting: Thursday, October 26, 2023, 10:00AM; call-in number 1-408-792-6300, Meeting #2623 737 9931
- Contact: pamelajohnson@lonestar.edu or (832)813-6782.
- Must Register to Bid: <http://wwwappsdstc.lonestar.edu/istar/supplier.htm> . If registered, please ensure your registration is up to date. For assistance with the on-line registration process, contact MC-vendors@lonestar.edu.

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**Houston Chronicle**  
Lone Star College - Advertisement for 10.25.23 and 11.1.23:

Notice to Proposers  
Request for Proposal will be received by Lone Star College for:

- RFP #916 - Automated Proctoring Solution. Electronic submittals due by 2:00PM, Thursday, November 16, 2023.
- WebEx pre-proposal meeting: Friday, November 3, 2023, 3:00PM; call-in number 1-408-792-6300, Meeting #2623 228 9547
- Contact: janet.bradley@lonestar.edu or (832)813-6299.
- Must Register to Bid: <http://wwwappsdstc.lonestar.edu/istar/supplier.htm> . If registered, please ensure your registration is up to date. For assistance with the on-line registration process, contact MC-vendors@lonestar.edu

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**Houston Chronicle**  
Lone Star College - Advertisement for 10.18.23 and 10.25.23:

Notice to Proposers  
Request for Proposal will be received by Lone Star College for:

- RFP #910 - Promotional Products. Electronic submittals due by 2:00PM, Wednesday, November 8, 2023.
- WebEx pre-proposal meeting: Thursday, October 26th, 10:00AM; call-in number 1-408-792-6300, Meeting #2622 818 5727.
- Contact: janet.bradley@lonestar.edu or (832)813-6299.
- Must Register to Bid: <http://wwwappsdstc.lonestar.edu/istar/supplier.htm> . If registered, please ensure your registration is up to date. For assistance with the on-line registration process, contact MC-vendors@lonestar.edu.

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**Request for Proposal - Houston-Galveston Area Council - Public Services - Current Model Cars, SUVs, and Light Duty Trucks - VE05-24**

H-GAC is soliciting responses for selecting qualified manufacturers, dealers, distributors, and service providers of Cars, SUVs, and Light/Medium Duty Trucks and related services to make these types of products and services available to Customers of the HGACBuy Cooperative Purchasing Program under blanket type contracts. **Qualified respondents must have fleet government sales experience and dedicated staff for fleet government sales.**

To view the solicitation documents, visit <https://www.hgacbuy.org/bid-notices> or [ESBD \(txsmartbuy.com/esbd\)](mailto:ESBD@txsmartbuy.com).

**Response Deadline: December 14, 2023 @ 12:00 P.M. CST**

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**YES Prep Public Schools**, open-enrollment charter schools, will be accepting proposals for Elementary Graphics projects (RFP#YESP2024-01). Responses must be received by 10:00 am on November 15, 2023, through YES Prep's ebid system, and will be opened at that date and time at 5455 South Loop E. Fwy Houston, Texas 77033. YES Prep reserves the right to reject any or all proposals or waive any or all irregularities. For further information, please contact Mehmet Bayar, Director of Procurement at [mehmet.bayar@yesprep.org](mailto:mehmet.bayar@yesprep.org). Proposers may log in to view the bid package and submit their responses at <http://www.yesprep.org/rfps>

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**FORMAL BID - CFISD will receive request for proposals 11/1/2023 10:00 AM** for Glass Repair Service (Building) #23-12-6400R-RFP. 12510 Windfern Rd., Houston 77064. [www.cfisd.net/bids](http://www.cfisd.net/bids)

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**Humble ISD is accepting electronic responses for the following Request for Proposal:** RFP 2024-07 E-rate Middle School #1 Structured Cabling Systems by November 30, 2023 @ 2:00 PM. **Proposals may be viewed and submitted electronically through Humble ISD's on-line bidding system:** <https://humbleisd.ionwave.net/login.aspx>. Please register by clicking supplier registration.

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**NOTICE OF PRIVATE SALE**  
The following property will be sold by written bid by 9:00 a.m. MST on 11/2/2023 2019 Kenworth T680 1XKYDP9X1KJ255726  
To inquire about this item please call Bret Swenson at 801-624-5864. Transportation Alliance Bank 4185 Harrison Blvd Ogden, UT 84403

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**HC HoustonChronicle.com**

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**REQUEST FOR PROPOSALS WILL BE RECEIVED BY PROCUREMENT SERVICES, PORT HOUSTON, UNTIL 11:00 A.M., ON DECEMBER 6, 2023, FOR THE FOLLOWING:**

**RFP-2996 - HOUSTON SHIP CHANNEL (HSC), EXPANSION CHANNEL IMPROVEMENT PROJECT (ECIP), PROJECT 11: BAYPORT TO MORGANS POINT, HSC STA 16+000 TO HSC BAYOU STA 27+48.18**

**A PRE-PROPOSAL CONFERENCE WILL BE HELD FOR THIS PROCUREMENT ON NOVEMBER 2, 2023, AT 11:30 AM VIA TEAMS. INSTRUCTIONS WILL BE UPLOADED ON BUYSPEED.**

**RESPONDENTS MUST SUBMIT RESPONSES ELECTRONICALLY VIA EMAIL TO: [PROCUREMENTPROPOSALS@PORTHOUSTON.COM](mailto:PROCUREMENTPROPOSALS@PORTHOUSTON.COM)**

**NOTE: PLEASE INCLUDE THE SOLICITATION NUMBER AND THE PROJECT TITLE IN THE SUBJECT LINE.**

SPECIFICATIONS MAY BE OBTAINED FROM PORT HOUSTON'S ePROCUREMENT WEBSITE: <https://buyspeed.porthouston.com>.

Legals/Public Notices

Legals/Public Notices

**MONTGOMERY COUNTY MUNICIPAL UTILITY DISTRICT NO. 172**

**NOTICE OF ADOPTION OF DROUGHT CONTINGENCY PLAN**

Notice is hereby given pursuant to Texas Water Code Sec. 54.207 that the Board of Directors of the captioned District, at a meeting held on October 12, 2023, adopted a Drought Contingency Plan ("Plan").

The Plan was adopted for the purposes of preventing excessive demands on water plants, preventing water service disruptions, preserving the sanitary condition of all water controlled by the District, and preventing waste or the unauthorized use of water controlled by the District.

The Plan establishes rules and regulations for institution of various stages and levels of water conservation and restrictions on water usage.

Failure to adhere to said rules and regulations regarding water usage can result in disconnection of water service, surcharges of two (2) to five (5) times the normal water charge per gallon and additional fines and penalties of \$250.00 to \$1,000.00 per violation.

A full copy of the Plan is on file at 1300 Post Oak Boulevard, Suite 2400, Houston, Texas 77056, the principal office of the District, where it may be read by any interested person.

The Plan will be in full force and effect from and after October 12, 2023.

**MONTGOMERY COUNTY MUNICIPAL UTILITY DISTRICT NO. 172**

By: /s/ Brenda Pavlow  
Vice President, Board of Directors

Legals/Public Notices

Legals/Public Notices

**NOTICE OF RATE ORDER AND OF PENALTIES FOR VIOLATION THEREOF**

Notice is hereby given that the Board of Directors of Montgomery County Municipal Utility District No. 172 adopted a Rate Order which: establishes rules and regulations for the operation of, and connection to, the District's water, sewer and drainage system, including the procedures, requirements and fees for connecting to District facilities, submission of plans, inspection and certification of plumbing and connecting facilities, and obtaining water and sanitary sewer services, including application procedures and deposits; regulates the quality of wastewater which may be discharged into the District's wastewater collection and treatment system; regulates discharges to the District's drainage system; provides rates and procedures for billing and collection for services and for penalties and/or termination of services in the event of delinquency in payment, returned checks, or unauthorized use of District facilities; prohibits the unauthorized connection to or use of District facilities and services, the damaging or tampering with any District facility, the interconnecting or cross connecting of any District facility with any other source of water, and the introduction of any industrial or other waste not amenable to biological treatment; and includes plumbing and backflow prevention regulations. Violation of any of the rules contained in the Rate Order will subject the violator to penalties, including termination of services, the assessment of fines of up to \$10,000 per breach and/or day, payment of attorneys fees, and payment of all costs or damages resulting from the violation. In addition, the District may enforce the provisions of the Rate Order through the exercise of any legal rights and remedies of the District, including criminal and/or civil prosecution, as may be authorized or permitted under the laws of the State of Texas. The Rate Order is on file at the principal office of the District, Schwartz, Page & Harding, L.L.P., 1300 Post Oak Boulevard, Suite 2400, Houston, Texas 77056, where it may be read in full.

/s/ Brenda Pavlow  
Vice President, Board of Directors  
Montgomery County Municipal Utility District No. 172

Legals/Public Notices

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**COMPETITIVE SEALED PROPOSALS WILL BE RECEIVED BY PROCUREMENT SERVICES, PORT HOUSTON, UNTIL 11:00 A.M., ON NOVEMBER 8, 2023, FOR THE FOLLOWING:**

**(CSP-3003) REHABILITATION OF SPEED GATES 2, 4 & 5 AT TURNING BASIN TERMINAL**

**A PRE-PROPOSAL CONFERENCE WILL BE HELD FOR THIS PROCUREMENT ON NOVEMBER 2, 2023, AT 10:00AM VIA TEAMS. INSTRUCTIONS WILL BE UPLOADED ON BUYSPEED LATER.**

**RESPONDENTS MUST SUBMIT RESPONSES ELECTRONICALLY VIA EMAIL TO: [PROCUREMENTPROPOSALS@PORTHOUSTON.COM](mailto:PROCUREMENTPROPOSALS@PORTHOUSTON.COM)**

**NOTE: PLEASE INCLUDE THE SOLICITATION NUMBER AND THE PROJECT TITLE IN THE SUBJECT LINE.**

SPECIFICATIONS MAY BE OBTAINED FROM PORT HOUSTON'S ePROCUREMENT WEBSITE: <https://buyspeed.porthouston.com>.

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**Case number 10D06-2308-SC-000281**  
court date 11/14/2023 at 11:00 Court Order for Indiana BMV to issue replacement Title 2014 gray Nissan Titan VIN 1N6BA0EC8EN512377.

**Dr. Vanessa Gallien will be leaving**  
Baylor College of Medicine effective December 24, 2023, and will no longer see patients at the Baylor Clinic. Please call 713-798-5259 if you need to obtain a copy of your medical records and 713-798-7700 for more information.

Legals/Public Notices

Legals/Public Notices

**Notice to Responders**

The Houston Independent School District is soliciting Request for Proposals (RFP) via the District's electronic bidding portal. Proposers may login to view specifications and submit their responses at the following link: <https://houstonisd.ionwave.net/Login.aspx> until 5:00 p.m. (CST) Wednesday, November 8, 2023, for the following supplemental solicitation for the following projects:

RFP 23-04-08 Student Uniforms for Homeless Education

Pre-proposal conferences via Microsoft Teams will be held in conjunction with this RFP. Information regarding dates, times, and a link to join the meeting can be located within the electronic bidding portal under the "Event Details" tab specific to this solicitation.

**Equus/ResCare**  
Workforce Service is seeking 15,000 - 20,000 SF Commercial Office Space for a Financial Support Center in Western Houston. Desired location: East Parking lots and buildings must be ADA compliant (including all exits equipped with accessible ramp) within 30 days of lease signage, interested landlords should request a lease proposal from Abby Alford at [abigail.alford@cbre.com](mailto:abigail.alford@cbre.com) or 832 240 6780. All responses / bids need to be received no later than October 31st, 5pm.

Legals/Public Notices

Legals/Public Notices

**TABC Notices**

**LEGAL NOTICE**  
Application has been made with the Texas Alcoholic Beverage Commission for a MB permit by Adrian Hembree dba GRACE PIZZA & SHAKES L.L.C., to be located at 801 Studewood St. Houston, Harris County, TX 77007. Officer of said corporation is Adrian Hembree.