

PNI-Arizona Business Gazette

AFFIDAVIT OF PUBLICATION

PHASE:3
109 WESTPARK DRIVE, SUITE 360
BRENTWOOD, TN 37027

The Region 4 Education Service Center (ESC); Houston, TX is requesting proposals from qualified and experienced firms to provide Unified Communications as a Service (UCaaS) (RFP No. 20-09).

In order to be considered, the Offeror must complete and submit a proposal to Region 4 ESC in accordance with the solicitation documentation posted at www.esc4.net or www.omniapartners.com

PRE-PROPOSAL CONFERENCE:
Wednesday, March 10, 2020, 10:00 am
Central Time, Region 4 ESC, 7145 W.
Tidwell Rd., Houston, TX 77019
PROPOSAL DUE DATE:
April 7, 2020, BEFORE 10:00 AM
CENTRAL TIME.
Pub: Feb 20, 2020

Order # 0004060628 # of Affidavits 1

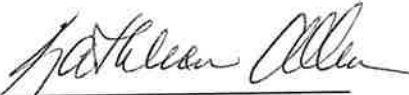
P.O #

Published Date(s):

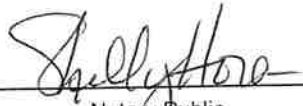
02/20/20

STATE OF WISCONSIN }
COUNTY OF BROWN } SS.

I, being first duly sworn, upon oath deposes and says: That I am the legal clerk of the Arizona Republic, a newspaper of general circulation in the counties of Maricopa, Coconino, Pima and Pinal, in the State of Arizona, published weekly at Phoenix, Arizona, and that the copy hereto attached is a true copy of the advertisement published in the said paper on the dates indicated.


Sworn to before me this

20 TH day of
FEBRUARY 2020


Notary Public

My Commission expires: 8-25-23

SHELLY HORA
Notary Public
State of Wisconsin



801-204-6910

PROOF OF PUBLICATION

CUSTOMER'S COPY

CUSTOMER NAME AND ADDRESS		ACCOUNT NUMBER	
PHASE 3 109 WESTPARK DR STE 360 BRENTWOOD, TN 37027		9001501174	
ACCOUNT NAME			
PHASE 3			
TELEPHONE		ORDER # / INVOICE NUMBER	
6155674070		1285768	1285768
SCHEDULE			
2/19/2020	START	2/19/2020	END
CUSTOMER REFERENCE NUMBER			
RFP# 20-09			
CAPTION			
REQUEST FOR PROPOSALS			
SIZE			
37	LINES	1.00	COLUMN(S)
TIMES		TOTAL COST	
2		60.00	

REQUEST FOR PROPOSALS
 The Region 4 Education Service Center (ESC); Houston, TX is requesting proposals from qualified and experienced firms to provide **Unified Communications as a Service (UCaaS) (RFP No. 20-09)**. In order to be considered, the Offeror must complete and submit a proposal to Region 4 ESC in accordance with the solicitation documentation posted at www.esc4.net or www.omniapartners.com
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AFFIDAVIT OF PUBLICATION

AS NEWSPAPER AGENCY COMPANY, LLC dba UTAH MEDIA GROUP LEGAL BOOKER, I CERTIFY THAT THE ATTACHED ADVERTISEMENT OF LEGAL NOTICE FOR PHASE 3 WAS PUBLISHED BY THE NEWSPAPER AGENCY COMPANY, LLC dba UTAH MEDIA GROUP, AGENT FOR DESERET NEWS AND THE SALT LAKE TRIBUNE, DAILY NEWSPAPERS PRINTED IN THE ENGLISH LANGUAGE WITH GENERAL CIRCULATION IN UTAH, AND PUBLISHED IN SALT LAKE CITY, SALT LAKE COUNTY IN THE STATE OF UTAH. NOTICE IS ALSO PUBLISHED ON UTAHLEGALS.COM ON THE SAME DAY AS THE FIRST NEWSPAPER PUBLICATION DATE AND REMAINS ON UTAHLEGALS.COM INDEFINITELY.

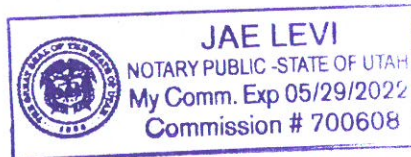
PUBLISHED ON 02/19/20

SIGNATURE

DATE 3/16/2020

STATE OF UTAH
 COUNTY OF SALT LAKE
 SUBSCRIBED AND SWORN TO BEFORE ME ON THIS 16TH DAY OF MARCH IN THE YEAR 2020
 BY JAE LEVI

NOTARY PUBLIC SIGNATURE



AFFIDAVIT OF PUBLICATION

DJC



921 S.W. Washington St. Suite 210 / Portland, OR 97205-2810
(503) 226-1311

STATE OF OREGON, COUNTY OF MULTNOMAH--ss.

I, **Joel Slaughter**, being first duly sworn, depose and say that I am a **Copy Editor** of the **Daily Journal of Commerce**, a newspaper of general circulation in the counties of **CLACKAMAS, MULTNOMAH, and WASHINGTON** as defined by ORS 193.010 and 193.020; published at Portland in the aforesaid County and State; that I know from my personal knowledge that the Goods and Services notice described as

Case Number: NOT PROVIDED

UNIFIED COMMUNICATIONS AS A SERVICE

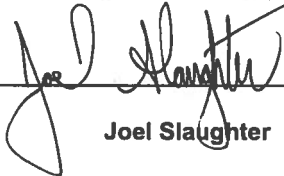
Region 4 Education Service Center; Bid Location Houston, TX, Harris County; Due 04/07/2020 at 10:00 AM

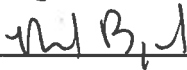
a printed copy of which is hereto annexed, was published in the entire issue of said newspaper for 1 time(s) in the following issues:

2/19/2020

State of Oregon
County of Multnomah

SIGNED OR ATTESTED BEFORE ME
ON THE 21st DAY OF February, 2020


Joel Slaughter



Notary Public-State of Oregon

**REGION 4 EDUCATION SERVICE CENTER
UNIFIED COMMUNICATIONS AS A SERVICE**

**Proposal Due 10:00 am, April 7, 2020
REQUEST FOR PROPOSAL**

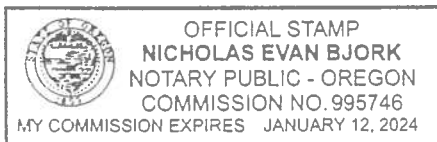
The Region 4 Education Service Center (ESC); Houston, TX is requesting proposals from qualified and experienced firms to provide Unified Communications as a Service (UCaaS) (RFP No. 20-09).

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PROPOSAL DUE DATE:
April 7, 2020, BEFORE 10:00 AM CENTRAL TIME.

Published Feb. 19, 2020. 11854723



Sydney Rubin
National Ipa
109 Westpark Dr Ste 360
Brentwood, TN 37027-5062

Order No.: 11854723
Client Reference No:

Page : 1 of 1 02/14/2020 17:49:44

Order Number : 20468309
PO Number : Sydney Rubin
Customer : 60036285 Phase 3 Marketing & Communication
Contact : Sydney Rubin
Address1 : 109 Westpark Drive
Address2 : Suite 360
City St Zip : Brentwood TN 37027
Phone : [REDACTED]
Fax : [REDACTED]
Printed By : Crystal Gray
Entered By : Crystal Gray
Keywords :
Notes :
Zones :

Ad Number : 11030641
Ad Key :
Salesperson : Legal - Legals - Helena
Publication : Independent Record
Section : Class Section
Sub Section : Legal
Category : 9999 Legals
Dates Run : 02/19/2020-02/19/2020
Days : 1
Size : 2 x 1.65, 15 lines
Words : 91
Ad Rate : Legal Line
Ad Price : 57.70
Amount Paid : 0.00
Amount Due : 57.70

The **Region 4 Education Service Center (ESC); Houston, TX** is requesting proposals from qualified and experienced firms to provide **Unified Communications as a Service (UCaaS) (RFP No. 20-09)**.

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PROPOSAL DUE DATE:

April 7, 2020, BEFORE 10:00 AM CENTRAL TIME.

February 19, 2020

MNAXLP

AFFIDAVIT OF PUBLICATION

STATE OF MONTANA,

County of Lewis & Clark

Crystal Gray

Being duly sworn, deposes and says;

That she is the principal clerk of the Independent Record, a newspaper of general circulation published daily in the City of Helena, in the County of Lewis & Clark, State of Montana, and has charge of the advertisement thereof:

That the Legal Notice

a true copy of which is hereto annexed, was published in said newspaper on the following dates: viz.:

February 19, 2020

making in all 1 publication(s)

Subscribed and sworn to me this 19 day of February, 2020.

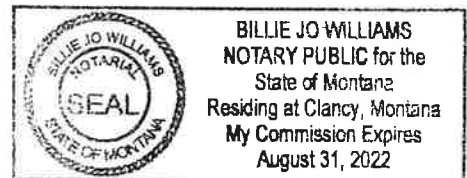
Notary Public for the State of Montana

Printed Name: Billie Jo Williams

Residing at Clancy, Montana 59634

My commission expires August 31, 2022

(Notary Seal)



Certificate of the Publisher

The Herald-News

Description:RFP 20-09
1752641
RFP 20-09

PHASE 3 MARKETING & COMMUNICATIONS
P O BOX 680758
MARIETTA GA 30068

Shaw Media certifies that it is the publisher of The Herald-News.
The Herald-News is a secular newspaper, has been continuously published daily for more than fifty (50) weeks prior to the first publication of the attached notice, is published in the City of Joliet, County of Will, State of Illinois, is of general circulation throughout that county and surrounding area, and is a newspaper as defined by 715 ILCS 5/5.

A notice, a true copy of which is attached, was published 1 time(s) in The Herald-News, namely one time per week for one successive week(s). Publication of the notice was made in the newspaper, dated and published on 02/19/2020

This notice was also placed on a statewide public notice website as required by 5 ILCS 5/2.1.

In witness, Shaw Media has signed this certificate by J. Tom Shaw, its publisher, at Joliet, Illinois, on 19th day of February, A.D. 2020

Shaw Media By:



J. Tom Shaw, Publisher

Account Number 10174037

Amount \$69.44

PUBLIC NOTICE

The Region 4 Education Service Center (ESC); Houston, TX is requesting proposals from qualified and experienced firms to provide Unified Communications as a Service (UCaaS) (RFP No. 20-09).

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PRE-PROPOSAL

CONFERENCE: Wednesday, March 10, 2020, 10:00 am Central Time, Region 4 ESC, 7145 W. Tidwell Rd., Houston, TX 77019

PROPOSAL DUE DATE: April 7, 2020, BEFORE 10:00 AM CENTRAL TIME.

(Published in Herald-News February 19, 2020)
1752641

AFFIDAVIT OF PUBLICATION

IN THE MATTER OF
(RFP No. 20-09) Unified Communications as a Service

}
}
}
}
}
}

STATE OF HAWAII
}
} SS.
City and County of Honolulu }

Doc. Date: FEB 19 2020 # Pages: 1
Notary Name: Patricia K. Reese
Doc. Description: Affidavit of Publication
Notary Signature: [Signature] Date: FEB 19 2020
NOTARY PUBLIC No. 86-467 STATE OF HAWAII

Gwyn Pang being duly sworn, deposes and says that she is a clerk, duly authorized to execute this affidavit of Oahu Publications, Inc. publisher of The Honolulu Star-Advertiser, MidWeek, The Garden Island, West Hawaii Today, and Hawaii Tribune-Herald, that said newspapers are newspapers of general circulation in the State of Hawaii, and that the attached notice is true notice as was published in the

- Honolulu Star-Advertiser 1 times on: 02/19/2020
MidWeek 0 times on:
The Garden Island 0 times on:
Hawaii Tribune-Herald 0 times on:
West Hawaii Today 0 times on:
Other Publications: 0 times on:

And that affiant is not a party to or in any way interested in the above entitled matter.

Gwyn Pang
Subscribed to and sworn before me this 19 day of February A.D. 2020
Patricia K. Reese, Notary Public of the First Judicial Circuit, State of Hawaii
My commission expires: Oct 07, 2022

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Ad # 0001266185

ICSP.NO.: _____



AFFIDAVIT OF PUBLICATION

STATE OF TEXAS:

Before me, the undersigned authority, a Notary Public in and for the State of Texas, on this day personally appeared, the Newspaper Representative at the HOUSTON CHRONICLE, a daily newspaper published in Harris County, Texas, and generally circulated in the Counties of: HARRIS, TRINITY, WALKER, GRIMES, POLK, SAN JACINTO, WASHINGTON, MONTGOMERY, LIBERTY, AUSTIN, WALLER, CHAMBERS, COLORADO, BRAZORIA, FORT BEND, GALVESTON, WHARTON, JACKSON, and MATAGORDA and that the publication, of which the annexed herein, or attached to, is a true and correct copy, was published to-wit:

PHASE 3 MARKETING COMMUNICAT 0000211003 HC085601320
 RAN A LEGAL NOTICE
 SIZE BEING: 3 x8 L

Product	Date	Class	Page
CNCY-Cypress Creek Mirror (Cypress/Cy-F:	Feb 19 2020	Bids-Proposals	
CNCH-Cypress Creek Mirror (Champions/KI	Feb 19 2020	Bids-Proposals	
CNPM-Magnolia Potpourri	Feb 19 2020	Bids-Proposals	
CNPO-Tomball Potpourri	Feb 19 2020	Bids-Proposals	
CNCY-Cypress Creek Mirror (Cypress/Cy-F:	Feb 26 2020	Bids-Proposals	
CNCH-Cypress Creek Mirror (Champions/KI	Feb 26 2020	Bids-Proposals	
CNPM-Magnolia Potpourri	Feb 26 2020	Bids-Proposals	

Product
CNPO-Tomball Potpourri

Date
Feb 26 2020

Class
Bids-Proposals

Page

Victoria Bond A R Clark
NEWSPAPER REPRESENTATIVE

Sworn and subscribed to before me, this 3rd Day of March A.D. 2020



Veronica Tyrone Stovall
Notary Public in and for the State of Texas

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AFFIDAVIT OF PUBLICATION

STATE OF NEVADA)
COUNTY OF CLARK) SS:

**PHASE 3 MARKETING & COMM
STE 360
109 WESTPARK DR
BRENTWOOD TN 37027**

**Account # 170430
Ad Number 0001093066**

Leslie McCormick, being 1st duly sworn, deposes and says: That she is the Legal Clerk for the Las Vegas Review-Journal and the Las Vegas Sun, daily newspapers regularly issued, published and circulated in the City of Las Vegas, County of Clark, State of Nevada, and that the advertisement, a true copy attached for, was continuously published in said Las Vegas Review-Journal and / or Las Vegas Sun in 1 edition(s) of said newspaper issued from 02/19/2020 to 02/19/2020, on the following days:

02 / 19 / 20

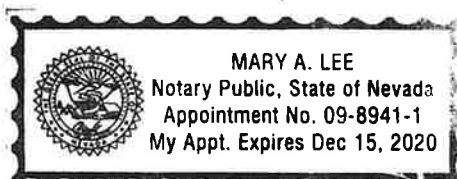
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PROPOSAL DUE DATE: April 7, 2020, BEFORE 10:00 AM CENTRAL TIME.
PUB: Feb. 19, 2020
LV Review-Journal



LEGAL ADVERTISEMENT REPRESENTATIVE

Subscribed and sworn to before me on this 19th day of February, 2020

Notary 



**PHASE 3 MARKETING AND COMMUNICATIONS
109 WESTPARK DRIVE, SUITE 360
BRENTWOOD, TN 37027**

Acct Number 65600
Ad Number 0000883163
Insertions 1
Total \$17.40

**AFFIDAVIT OF PUBLICATION,
NEW JERSEY, SUSSEX COUNTY, ss**

Daria Sorgine, of full age being duly sworn, did depose and say that the notice hereto attached was published in THE NEW JERSEY HERALD and/or NEW JERSEY SUNDAY HERALD a newspaper printed and circulated in said county on:

<u>ADNUMBER</u>	<u>Publication</u>	<u>Page</u>	<u>Date</u>
0000883163-01	NJH Herald	B6	02/19/2020



Subscribed and sworn to me before this date: 02/19/2020


Notary: _____ Date: 02/19/2020

Brittany L Weiss
NOTARY PUBLIC
State of New Jersey
ID # 50118581
My Commission Expires December 17, 2024

NOTICE
The Region 4 Education Service Center (ESC); Houston, TX is requesting proposals from qualified and experienced firms to provide **Unified Communications as a Service (UCaaS)** (RFP No. 20-09).
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Feb. 19, 2020 pf\$9.90
0000883163 NJH

Look for local auctions in the Classifieds every day!

Richmond Times-Dispatch

Advertising Affidavit

Account Number

6067881

300 E. Franklin Street
Richmond, Virginia 23219
(804) 649-6208

Date

February 19, 2020

OMNIA
109 WESTPARK DRIVE
SUITE 360
BRENTWOOD, TN 37027

Date	Category	Description	Ad Size	Total Cost
02/28/2020	Propos-Sld Bids-RFP	The Region 4 Education Service Center (ESC); Houston, TX is	2 x 0 L	88.00

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PROPOSAL DUE DATE: April 7, 2020, BEFORE 10:00 AM CENTRAL TIME.

Publisher of the Richmond Times-Dispatch

This is to certify that the attached The Region 4 Education Se was published by the Richmond Times-Dispatch, Inc. in the City of Richmond, State of Virginia, on the following dates:

02/19/2020

The First insertion being given ... 02/19/2020

Newspaper reference: 0001064190

Sworn to and subscribed before me this Wednesday, February 19, 2020



Notary Public



Billing Representative

State of Virginia
City of Richmond
My Commission expires

Sharon R Carsten
NOTARY PUBLIC
Commonwealth of Virginia
Notary Registration Number 329549
Commission Expires July 31 2021

THIS IS NOT A BILL. PLEASE PAY FROM INVOICE. THANK YOU

SAN BERNARDINO COUNTY SUN

This space for filing stamp only

473 E CARNEGIE DR #200, SAN BERNARDINO, CA 92408
Telephone (909) 889-9666 / Fax (909) 884-2536

SYDNEY RUBIN
PHASE 3 MARKETING & COMMUNICATIONS/NIPA
109 WESTPARK DRIVE SUITE 360
BRENTWOOD, TN - 37027

SB #: 3343778

The **Region 4 Education Service Center (ESC); Houston, TX** is requesting proposals from qualified and experienced firms to provide **Unified Communications as a Service (UCaaS) (RFP No. 20-09)**. In order to be considered, the Offeror must complete and submit a proposal to Region 4 ESC in accordance with the solicitation documentation posted at www.esc4.net or www.omniapartners.com
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2/19/20

SBS-3343778#

PROOF OF PUBLICATION

(2015.5 C.C.P.)

State of California)
County of SAN BERNARDINO) ss

Notice Type: RFP - REQUEST FOR PROPOSALS

Ad Description:
RFP No. 20-09

I am a citizen of the United States and a resident of the State of California; I am over the age of eighteen years, and not a party to or interested in the above entitled matter. I am the principal clerk of the printer and publisher of the SAN BERNARDINO COUNTY SUN, a newspaper published in the English language in the city of SAN BERNARDINO, county of SAN BERNARDINO, and adjudged a newspaper of general circulation as defined by the laws of the State of California by the Superior Court of the County of SAN BERNARDINO, State of California, under date 06/27/1952, Case No. 73081. That the notice, of which the annexed is a printed copy, has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to-wit:

02/19/2020

Executed on: 02/19/2020
At Riverside, California

I certify (or declare) under penalty of perjury that the foregoing is true and correct.



Signature



Email * A 0 0 0 0 0 5 3 6 0 6 4 2 *

STATE OF WASHINGTON -- KING COUNTY

--SS.

382294

No.

PHASE 3 MARKETING & COMM.

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

BCSB:REG 4 UNIFIED COMM

was published on

02/19/20

The amount of the fee charged for the foregoing publication is the sum of \$79.20.




Affidavit of Publication



Subscribed and sworn to before me on

02/19/2020



Notary public for the State of Washington,
residing in Seattle

State of Washington, King County

**Region 4
Education
Service Center
Houston, TX
Unified
Communications
as a Service
Submittal date: April 7**

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Date of publication in the Seattle Daily Journal of Commerce, February 19, 2020.

2/19(382294)

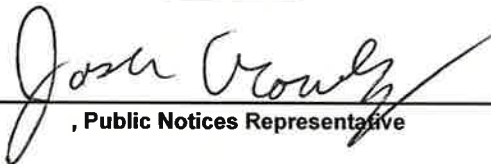
CAPITAL CITY PRESS

**Publisher of
THE ADVOCATE**

PROOF OF PUBLICATION

The hereto attached notice was published in
THE ADVOCATE, a daily newspaper of
general circulation published in Baton Rouge,
Louisiana, and the Official Journal of the
State of Louisiana, City of Baton Rouge, and
Parish of East Baton Rouge or published daily in
THE TIMES-PICAYUNE/
THE NEW ORLEANS ADVOCATE, in
New Orleans Louisiana, or published daily in
THE ACADIANA ADVOCATE in

02/19/2020



, Public Notices Representative

Sworn and subscribed before me by the person
whose signature appears above

2/19/2020



**M. Monic McChristian,
Notary Public ID# 88293
State of Louisiana
My Commission Expires: Indefinite**



PHASE 3 MARKETING & COMM

419438-01

SYDNEY RUBIN
109 WESTPARK DR STE 360
BRENTWOOD, TN 37027

PUBLIC NOTICE

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www.esc4.net

or

www.omniapartners.com

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419438-feb 19-1t

THE STATE MEDIA CO., INC.

Columbia, South Carolina publisher of



The State Media Company

NEWSPAPER • DIGITAL • MAGAZINES • DIRECT MAIL

AFFIDAVIT OF PUBLICATION

Account #	Ad Number	Identification
580372	0004566701	Request For Proposals The Region 4 Education Service Center (ESC); F

Attention: Sydney Rubin

PHASE 3 MARKETING
PO BOX 680758
MARIETTA, GA 30068

Request For Proposals

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April 7, 2020, BEFORE 10:00 AM CENTRAL TIME.
4566701

State of South Carolina

County of Richland

I, Michelle Long, makes oath that the advertisement, was published in The State, a newspaper published in the City of Columbia, State and County aforesaid, in the issue(s) of

1 Insertion(s)

Published On:

February 19, 2020

Michelle Long
Inside Classified Accounts
Representative

Subscribed and sworn to before me on this 25th day of February in the year of 2020

Amy L. Robbins
Notary Public for South Carolina
My Commission Expires:
November 27, 2022

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PHASE 3 MARKETING AND COMMUNICATIONS Account Number: 600120168
109 WESTPARK DRIVE, SUITE 360 Order Number: 0004099249
ATTN: SYDNEY RUBIN Order Invoice Text: OMNIA Partners - RFP
BRENTWOOD, TN 37027

T Tomes / R Bernard / T Duquette / P Sheehan / A Rubel of the city of Albany, being duly sworn, says that he/she is principal Clerk of THE TIMES UNION, a daily newspaper printed in the county of Albany, Town of Colonie, and Published in the County of Albany, Town of Colonie and the city of Albany, aforesaid and that notice of which a printed copy is annexed has been regularly published in the said ALBANY TIMES UNION on the following dates

02-19-2020


_____ 2-20-2020
Abigail Rubel

Sworn to before me, this 20 day of Feb 2020



Notary Public
Albany County

SUSAN QUINE
NOTARY PUBLIC, STATE OF NEW YORK
Registration No. 61QU6396414
* Qualified in Rensselaer County
Commission Expires August 19, 2023

The **Region 4 Education Service Center (ESC); Houston, TX** is requesting proposals from qualified and experienced firms to provide **Unified Communications as a Service (UCaaS) (RFP No. 20-09)**. In order to be considered, the Offeror must complete and submit a proposal to Region 4 ESC in accordance with the solicitation documentation posted at www.esc4.net or www.omniapartners.com

PRE-PROPOSAL CONFERENCE: Wednesday, March 10, 2020, 10:00 am Central Time, Region 4 ESC, 7145 W. Tidwell Rd., Houston, TX 77019

PROPOSAL DUE DATE:

April 7, 2020, BEFORE 10:00 AM CENTRAL TIME.

TU1t 4099249


March 16th 2020

To Whom It May Concern:

I am a duly authorized representative of MCA Russell Johns Associates LLC, company handling the advertising matters for USA Today, a daily newspaper distributed within the United States.


The RFP #20-08, 20-09, 20-11 public notices were published within said newspaper in the Public Notice Section of the on the following date(s):

2/19/2020



Don Whitman

On this the 16th day of March 2020, I attest that the attached documents are true, exact, complete, and unaltered tearsheets.



Camika Winter
State of Florida
County of Pinellas

CAMIKA C. WINTER
Notary Public, State of Florida
My Comm. Expires Apr. 16, 2022
No. GG 208003

Giants right to exclude Huff from celebration

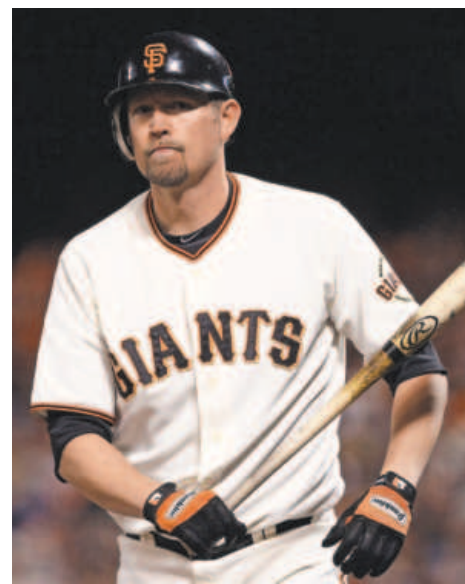


Nancy Armour
Columnist
USA TODAY

Aubrey Huff's politics aren't the problem. It's his blatant bigotry. His raging misogyny. His bullying and thinly veiled threats that he then tries to pass off as "jokes."
The Giants confirmed Monday night that they've told their former first baseman he won't be included in any celebrations of their 2010 World Series championship, citing his toxic posts on social media "that are unacceptable and run counter to the values of our organization."
To the surprise of no one, Huff didn't take the snub well, whining Tuesday morning that this was political correctness run amok and styling himself as a champion of our most cherished freedoms.
" And while I'm disappointed the Giants are so opposed to President Trump, and our constitutional rights that they'd uninvite me to my teams (sic) reunion, it shows me that now more than ever we have to stand up for our 1st amendment rights," Huff said in a statement

posted on Twitter.
"Otherwise, the America we know and love is already dead."
Oh, please. If Huff is so concerned about defending the Constitution, he should start by reading it. Maybe then he'd realize the First Amendment prohibits censorship of speech by the government, which a Major League Baseball team is not.
More to the point, no one is prohibiting Huff from spewing his thoughts on Twitter, regardless of how vile and cringe-worthy they might be. No one is preventing him from expressing his support for President Donald Trump.
But a free society does not mean a free-for-all. Actions have consequences, and Huff's penchant for trafficking in bigotry and misogyny has made the Giants decide he's someone they'd rather not associate with any longer.
Given some of his tweets this year alone, it's hard to blame them.
There was the one where he suggested kidnapping Iranian women and bringing them to the United States, saying they'd be so grateful they'd "fan us and feed us grapes." There was the one where he expressed hope that protesters would be shot. There was the one where he said it was "way harder" to be a

baseball player than a teacher. There were the many, many ones in which he demeaned women and said they were meant to be subservient to men.
And in what was probably the final straw for the Giants, he criticized their hiring of Alyssa Nakken, baseball's first female coach, and implied it was a stunt.
" Couldn't imagine taking baseball instruction from an ex female softball player," Huff said, followed by the eye-roll emoji.
Huff claimed in his statement Tuesday that his tweets were "locker room humor," "meant to be satirical and sarcastic." Except he's doubled down on everything he's said, proudly proclaiming himself to be an example of a "real" American man.
Then he criticized the Giants and everyone else for not being able to take a joke. Which is what thin-skinned bullies usually say when someone finally stands up to them.
The Giants aren't cropping Huff out of team photos from 2010 or deleting his name from the roster of their World Series champions. They haven't asked for his World Series ring back. With his team-high 26 home runs in 2010 and oversized personality in the clubhouse, Huff will always be an integral part of



Aubrey Huff criticized the Giants in regard to 2010 title commemorations. 2012 USA TODAY SPORTS PHOTO BY KELLEY L. COX

that championship team.
But the good things Huff did 10 years ago don't give him a lifetime pass to be a cretin. Crying "Politics!" isn't an excuse for being demeaning and abusive.
Huff has every right to speak his mind. The Giants have just as much right to want no part of it.

USGA announces more flexible family policy

Beth Ann Nichols
Golfweek | USA TODAY Network
The U.S. Golf Association has announced changes to its family policy. The new, more flexible plan allows players who have earned a spot in a USGA championship either through qualifying or exemption the option to defer his or her place in the championship for one year due to maternity or paternity.
The policy is in line with the LPGA's recent changes, in that players can lock in their status, or in this case world ranking, before going on maternity leave. Stacy Lewis was among the players who provided input.
Last year the USGA offered Lewis and

Brittany Lincicome, both new moms, a spot in the U.S. Women's Open field in lieu of a policy change. USGA officials promised to take a fresh look at its maternity policy, and they delivered.
"Updating our family policy was an opportunity to support players as they welcome new family members and also to go a few steps further," says John Bodenhamer, senior managing director of championships. "We are pleased to have a policy that affords players more balance between parenthood and competing at the highest levels."
Players can also request an additional one-year extension based on special circumstances.
Lewis was No. 33 in the world when

she went on maternity leave in 2018. The two-time major winner had competed in 12 consecutive U.S. Women's Opens, finishing in the top three on three occasions. During that stretch, she won a dozen LPGA titles and spent 25 weeks at No. 1.
She'd finished no worse than 21st on the money list since 2010 before quitting midyear in 2018 to give birth to daughter Chesnee. She finished the season at No. 99 and was staring U.S. Women's Open qualifying in the face before the USGA offered her a spot in the field.
Under the new policy, Lewis' ranking of 33rd would've easily gotten her into the 2019 contest.
"I was thrilled when the USGA asked

me to participate in the process to update the policy," said Lewis. "Last year, I experienced the challenges that new parents often face and was fortunate that the USGA worked with me for my circumstance surrounding the U.S. Women's Open. As players, we want a fair and inclusive policy, and that is exactly what this reflects."
The policy applies to all 13 USGA championships.
"It's super nice," said Lincicome. "You never know how you're going to come back, how your body is going to feel. When you get into it, especially your first child, there are so many 'what ifs.' You already have so much pressure to get your body back."

MARKETPLACE TODAY

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NOTICES PUBLIC NOTICE
Region 4 Education Service Center (ESC) is requesting proposals from qualified and experienced firms to provide Athletic, Physical Education Supplies, and Team Uniforms (RFP No. 20-11).

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