Life gets better.®

Finding Your Way to Caring for a Loved One and You

Guidance for the caregiving journey from realities to resolutions



Reading this guide may be your first non-caregiver activity today or even the first time you've sat down. So, let's take a moment to acknowledge and recognize all you do to care for someone else on top of your other priorities. It's an undertaking not everyone can do.

We know the job of caring for a family member or friend is demanding, perhaps overwhelming. You might be handling any or all of these responsibilities: dressing, bathing, feeding, cooking, cleaning, managing medications, shopping and overseeing finances. And because your situation is uniquely yours, there is no instruction book with stepby-step directions to follow.

So, while we don't have a one-size-fits-all solution for you, we have prepared this guide with your needs in mind. We hope you will find it useful, whether you have just begun your caregiving duties or have been attending to someone's needs for a while. A little knowledge (or a reminder) can help you address and sometimes prevent difficult issues.

"Forgive yourself for any mistakes you may have made or second guessing you've done on behalf of your loved one. When you know better, you do better." –Maureen Sirianni, Memory Support

COUNTRY MEAD

-Maureen Sirianni, Memory Support Program Manager, Country Meadows

Knowing the realities of caregiving

Today more than 40 million Americans provide unpaid caregiving for family members or friends age 65 and over.

Most of them care for a mother grandmother father spouse (34%) (11%) (10%) (7%)

They spend an average of 77 hours per month on caregiving, balancing these duties while working

13%
part-time

and have been caregiving for

more than three years (52%)	"sandwiched" between caring for
	an older adult and raising or supporting
	children (30%)

Caregiving can be both a privilege and a challenge regardless of the circumstances a nearby aging parent can't afford live-in care, a grandparent recently had surgery or a spouse has debilitating dementia. Some people find fulfillment in caring for someone, quite possibly the person who once cared for them. Even so, it will have its frustrations, and sometimes the duty becomes an obligation: "I vowed 'in sickness and in health" or "I promised Dad I would take care of Mom after he's gone."

The typical adult in the United States lives only 18 miles from <u>his or her mother.</u>

(Source: Analysis by *The New* York Times of U.S. government's "Health and Retirement Study")

Understanding the sacrifices and trade-offs

Whether you welcomed the role or assumed it hesitantly, caregiving can be a full-time job. As with any job, it has highs and lows, and the lows can be difficult to manage.

Even if you find that caregiving gives you personal satisfaction, it certainly can take its toll, no matter how patient or giving you may be. When you find little time or energy left for your own pleasures, your caregiving duties can become a burden and may cause resentment or anger. With those feelings may come guilt and, at times, depression. As a caregiver, be mindful of the emotional cycle that can rule your life and, later in this guide, read

CAUTION about ways to cope with normal, negative feelings.

Challenges of the "Sandwich Generation"

The Sandwich Generation is comprised of middle-aged individuals squeezed between caring for an aging parent while raising or supporting children. Their resources can be stretched very thin—both financially and emotionally. According to the Pew Research Center's 2013 report, "The Sandwich Generation," one in seven middleaged adults financially supports both an aging parent and at least one child. Of that group, 40% say they can't meet expenses or can just barely do so.

About 70-75% of the Sandwich Generation say that a senior parent *or* adult child requires emotional support. One in four says both his/ her grown children *and* parents rely on him/her for emotional support. In addition, one in four dementia caregivers is in this group.

Daughters juggling work and caregiving

Regarding caregiving, each family is different, of course, and there are no absolutes. Even so, caregivers are more likely to be female than male. Of all adult child caregivers, half are daughters who work full-time. A recent report in the medical journal *JAMA Neurology* found that women provide almost two-thirds of elder care. Those realities have repercussions for all aspects of women's lives. Caregiving can have an impact on "a person's career trajectory, retirement funding, ability to send kids to college," said Ruth Drew, director of family and information services at the Alzheimer's Association, in *The New York Times*. More and more senior adults in need of care have dementia, and many will be cared for by their daughters. The responsibilities can be overwhelming. According to the *JAMA Neurology* study, individuals with dementia can require about 100 more hours of care each week than seniors without the debilitating disease.



Projected estimates of individuals aged 65⁺ with Alzheimer's



(Source: Alzheimer's Association. For other states' information, visit Alz.org/Facts.)

5 Miles

CAREGIVING AFFECTS FIVE KEY AREAS OF DAILY LIVING

SOCIAL LIFE

Have you stopped taking vacations? Have you been so heavily scheduled or just felt it easier to avoid people altogether that you have withdrawn from social groups and relationships? If so, you may start to feel isolated from friends. So, just when you need people to listen to you the most, they may not be there. This can create a greater sense of isolation and loneliness for you, which can lead to heart disease, stroke, depression, an increased chance of dementia and even early dealth.

FAMILY

Have you become the only or primary caregiver? Resentment toward non-caregiving family members, often siblings, strains

those relationships and creates division. Conflicts can arise, too, as roles change-parents disagreeing, perhaps, over how much care they need. Plus, the amount of time spent on caregiving takes away from quality time with your family.

WORK

Have you been increasingly absent physically or mentally at work? Nearly one in three family caregivers who are employed has missed at least seven days of work in the past year, according to Caring.com. Looking at a typical week, caregivers miss an average of seven hours of work-18% of a 40-hour work week. This loss of presence and productivity affects wages, work relationships and advancement opportunities and creates challenges for employers.

(Source: Genworth Report, "The Expanding Circle of Care: Beyond Dollars 2015")

Of caregivers who are employed:

52% have had to work fewer hours

41% have given up vacation or sick time

35% have had repeated work absences

26% have missed career opportunities

24% have been repeatedly late for work

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(Source: Genworth Report, "The Expanding Circle of Care: **Beyond Dollars** 2015")



FINANCES

Have you been spending your own money on caregiving expenses? Of all caregivers, 62% pay for costs of care-related needs with their own savings or retirement funds, 45% reduce their overall standard of living and 38% reduce contributions to their savings or retirement funds. (Source: Genworth Report, "The Expanding Circle of Care: Beyond Dollars 2015")

HEALTH

Have you noticed changes in your health since you began caregiving? Back injuries are the number one caregiver injury followed by depression, high blood pressure, chronic illness

and accidents. A Pew Research Center 2013 study reported caregivers are more likely to have experienced a recent medical emergency or crisis than non-caregiving adults.



1 in 5 Caregivers

says at least one aspect of his/her life has worsened since beginning caregiving duties, namely overall happiness, satisfaction with social life, weight or exercise routine.

(Source: "Caregivers: Life Changes and Coping Strategies," AARP Research, 2013)

Compassion fatigue—caring too much

You literally can care too much. Psychologist and family therapist Charles Figley says compassion fatigue "is an extreme state of tension and preoccupation with the suffering of those being helped to the degree that it can create a secondary traumatic stress for the helper."

Compassion fatigue can begin to seriously affect caregivers' physical and psychological health and their

social and spiritual life. Among its symptoms, according to the **Compassion Fatigue Awareness** Project, are excessive blaming, bottled-up emotions, isolation, substance abuse, anxiety, apathy, poor self-care, physical ailments, lack of concentration and exhaustion. These symptoms can afflict any caregivers but are frequently seen in those who care for loved ones with Alzheimer's disease.

Realities

Compassion fatigue is a condition that is completely understandable when watching a loved one's health decline, and given the situations that many caregivers find themselves in, it almost can be expected.

"The rhythm of a healthy caregiver is to fill up, empty out, fill up, empty out every single day. If you deplete, deplete, deplete, you can develop Compassion Fatigue."

-Patricia Smith, Certified Compassion Fatigue Specialist and Founder of the Compassion Fatigue Awareness Project

Behavioral changes in caregivers

Perhaps you find YOURSELF IN POSITIONS YOU NEVER, EVER IMAGINED, such as:

- Laundering soiled clothes and linens after your kids have grown
- Bathing your once-proud father
- Feeding your mother-inlaw
- Hiding the car keys from your husband
- Treating Mom like an infant
- Choosing between Dad's doctor's appointment and your daughter's recital

These can be physically and emotionally draining circumstances and, as a result, YOU MAY NOTICE BEHAVIORAL CHANGES IN YOURSELF THAT SURPRISE YOU, like:

- Snapping at dear, sweet Nana
- Dreading alone time with your spouse
- Cringing at your wife's voice
- Resenting siblings for not taking on more reponsibilties
- Envying friends for going on vacation
- Getting angry at a colleague who asked you to lunch
- Driving the long way home to delay your return
- Crying in the shower
- Blaming God

REALITIES

RESOLUTIONS

Accept your feelings

It's easy to feel guilt, frustration, resentment, anger, sadness and even grief for the loss of your former parent-child relationship or the independence of your spouse. But, more importantly, it's OK. Remind yourself of that often—every day, if necessary. After acknowledging those emotions, permit yourself to cope and seek out solutions where possible.

Finding ways to cope

Enlisting other resources to assist you or take on some of your responsibilities is a sign of strength and wisdom. It shows you understand:

- 1. the need to protect yourself to ensure you'll be able to look out for the well-being of your loved one,
- what could be at risk (e.g., your health or your loved one's safety) and
 something may need to change.

Seek outside support

To provide the best possible care for your loved one, you may need to seek professional assistance. This is quite difficult for some caregivers, who feel guilty about not doing everything for Mom or Dad or feel that no one could do as good a job as they can. Be open to relaxing such exacting standards and accepting assistance. Remember, it's not a contest—you already have demonstrated selfless devotion by contributing what you have so far.

Consider these options for outside support: adult day care, private duty in-home care (companion care), home health care, a respite stay or residence at a retirement community (assisted living/ personal care or memory care). For more details on these options, download our "It is not the load that breaks you down. It's the way you carry it." –Lena Horne, Singer

"Navigating the Maze of Senior Living Options" guide at CountryMeadows.com/Maze.

If you're concerned about separating Mom and Dad at a retirement home because their care needs are different, ask about mixed care plans. Some retirement communities, including Country Meadows, offer special shared living options that accommodate spouses at different care levels to remain together.

After receiving such support, families have expressed, "We got our mom back" or "I never knew how much I did until Dad moved into a community." Although each person's journey is unique, families can reap benefits in making even incremental changes.

Realities

Resolutions

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Take time for self-care

In welcoming assistance, you can devote some time to caring for yourself and reducing your stress level. That's vital—you can be a more effective caregiver by restoring balance to all other parts of your life: health, family, social life, work and finances.

"Self-care needs to be a top priority when caring for another person, otherwise neither the caregiver nor the one receiving care will thrive." —Zina Paris, Associate Director, Alzheimer's Greater Los Angeles

Self-care does not mean *self* or *self*-centered. Think of it as advocating for yourself, just as you would do for your loved one. Here are some important coping mechanisms:

- Exercise Stay active. Even walking 15 minutes a day can boost your energy and spirits.
- **Sleep** Get enough rest. This is critical as caregiving requires both physical and mental energy.
- **Eat well** Eat enough healthy foods and drink plenty of water.
- **Entertain yourself** Do something enjoyable daily: read a book, watch TV, engage in a hobby or call a friend.
- **Socialize** Spend time with friends who make you laugh and whose company you enjoy.
- **Relax** Try meditation, deep breathing exercises or just peaceful resting.
- **Keep a gratitude journal** Raise your spirits by listing everything for which you are grateful.
- See your doctor Schedule a check-up to monitor your own health.
- **Talk with a counselor** Consider professional therapy or counseling for an outsider's perspective.
- Spend time with pets One of your greatest sources of comfort might be your four-legged friend.
- **Care for your spirituality** If you practice a religious faith, pray, worship or attend religious studies.
- Join a support group Talk with other caregivers: in person, online or on social media.

Sibling involvement helps

Do you have siblings, but all the work of caregiving falls solely on your shoulders? Is

that because they aren't willing to help, or do you, for some reason, prefer it that way?

In some cases, siblings would like to do more but don't want to "get in the way," live far away or don't want to risk reviving old sibling tensions or disagreements.

Getting siblings to come together in a stressful situation like family caregiving can be difficult, and we don't mean to minimize the challenge. But in the best interests



You may have to be creative in planning a fair division of labor.

of Mom or Dad, some families can set differences aside and try to work out more equitable arrangements. This is best achieved through open and patient communication, accepting each other's viewpoints and being willing to compromise. Acknowledge at the start that you will experience some tension among yourselves, which is common.

You may have to be creative in planning a fair division of labor. Are you each good at some tasks more than others? If so, that may be a way for each person to take on specific duties. Or, could you rotate tasks weekly or monthly? For siblings who live far away, is there something that they can do by phone or email? Could they contribute to out-ofpocket expenses? Find a way for them to relieve the pressure, even if just a little.

Friends and colleagues build a strong support network

relationship with

others would

like to lighten

your load by

helping out in

some way. So,

when someone

says, "Let me know

vou on hold,

You may find relationships with friends and co-workers changing as you have less time to socialize or are frustrated they don't understand your situation. And while some may prefer to put their

"Sometimes asking for help is the most meaningful example of self-reliance."

-Unknown

Here are some acts of kindness you can suggest to them:

- Drop off prepared meals.
- Stay with my loved one while I run an errand, attend a meeting or tend to other household needs.
- Run an errand for me.
- Do outside chores like mowing the lawn, raking leaves, shoveling snow or washing my car.
- Pick up one of my shifts at work.
- Take my loved one to and from some appointments.
- Pick up a prescription.
- Recognize my stress symptoms and be patient with me.
- Don't give up on me if I decline invitations. (I may be out of sight, but, hopefully, not out of mind.)

what I can do to help," accept that as a genuine offer and tell them.

We know how difficult asking for help can be. Being strong for your loved one and vulnerable with yourself may seem contradictory, but this is when you need your network most. Being a martyr and trying to do everything yourself isn't healthy, and neglect of your own well-being isn't good for your loved one either. Just like you feel a need to care for someone, so do some of your friends and colleagues—so let them.

> Some favors also can be done by long-distant friends or family:

- Schedule appointments on
- my behalf.
- Call in prescriptions.
- Mail, email, text or message me happy or funny thoughts that show you appreciate me.
- Leave me encouraging voice mails.
- Keep me posted on how friends and family are doing and let them know how I'm faring.
- Ask how I am doing and listen to me.
- Acknowledge that what I'm doing is purposeful and well-meaning.

Managing the demands of your job, caregiving and family life

Juggling caregiving responsibilities with duties at work can be particularly stressful. You want to do all you can for your loved one but without jeopardizing your job performance and security. In a survey of employed family caregivers, 65% said caregiving put a strain on their career.

Guilt, while common for all caregivers, is especially strong in ones who are employed and have families of their own. They feel that they're not doing enough for Mom or Dad, or that they're shirking their obligations at work or home. They may even feel guilty that they aren't always patient or occasionally think of their own needs.

You can't do everything, and you certainly can't do everything perfectly. So give yourself a break. In the article, "Guilt and the Working Caregiver," the American Seniors Housing Association suggests that you show some compassion for yourself, forgive yourself for shortcomings and establish priorities.

"You can do anything, but not everything." –David Allen, Productivity Consultant Consider these tips on how you might be able to fulfill expectations at work to the satisfaction of yourself as well as your employer. Find those compatible with the nature of your job and can work for you and your employer.

- Share your situation with your supervisor and team.
 Be as honest as you feel comfortable, but the more they know, the more accommodating they may be.
- Discuss possible alternate schedules such as working earlier or later or part-time temporarily.
- Explore telecommuting on some days. Suggest a trial period if your employer is initially reluctant.
- Utilize the full benefits of an Employer Assistance Program (company-sponsored counseling and referral) or temporary or intermittent family leave.
- Suggest a work co-op: find colleagues with similar circumstances or time-pressed working parents to trade errands or tasks (e.g., one colleague drops off your dry cleaning in exchange for a homemade meal).
- Show gratitude to your employer for any flexibility and commitment to make special accommodations at work.

Resolutions

Exploring resources

Many families have found these tools and resources to be helpful in their caregiving journey—maybe you will too:

Care calendars:

- CaringBridge.org
- CareCalendar.org
- Care Zone (downloadable app)
 LotsaHelpingHands.com

Blogs:

- AARP's Take Care blog (Blog.aarp.org/ category/take-care)
- AsOurParentsAge.net
- CaregivingCafe.com/Blog
- CaregiverWarrior.com/Blog
- CareLiving.org (by Kim Campbell, singer Glenn Campbell's widow)
- ChangingAging.com
- CountryMeadows.com/Blog
- Family Caregiver Alliance's blog (Caregiver.org/Caregiver-stories)
- TheCaregiversVoice.com/Blog
- TransitionAgingParents.com/Blog

Dementia-specific blogs:

Blog.Alz.org

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Miles

- AlzheimersReadingRoom.com
- DementiaToday.com

Senior services:

Aging.PA.gov
Aging.Maryland.gov
AARP.org
CountryMeadows.com

Caregiver websites and forums:

- CaregiverAction.org
- CaregiversHome.com
- CompassionFatigue.org
- HealthyCaregiving.com
- HelpGuide.org
- PostivelyPositive.com
- TheCaregiverSpace.org

Dementia-specific websites and forums:

- AlzForum.org
- AlzheimersNewsToday.com
- Alz.org
- DementiaJourney.org

Resolutions

Books:

- AARP Meditations for Caregivers: Practical, Emotional and Spiritual Support for You and Your Family (Barry Jacobs and Julia Mayer)
- The Essential Guide to Caring for Aging Parents (Dr. Linda Rhodes)
- Juggling Life, Work and Caregiving (Amy Goyer)
- They're Your Parents Too! How Siblings Can Survive Their Parents' Aging Without Driving Each Other Crazy (Francine Russo)
- Transitioning Your Aging Parent: A 5-Step Guide Through Crisis & Change (Dale Carter)

Dementia-specific books:

- Being My Mom's Mom (Loretta Anne Woodward Veney)
- The 36-hour Day: A Family Guide to Caring for People Who Have Alzheimer's Disease, Related Dementias and Memory Loss (Nancy L. Mace and Peter Rabins)

TEDx Programs (videos of expert speakers):

Find these at YouTube.com

- "Caring for the caregivers" (Frances Lewis)
- "Caring for our aging parents and ourselves" (Jane Everson & Frances Hall)
- "How to relieve the stress of caring for an aging parent" (Amy O'Rourke)
- "How to make stress your friend" (Kelly McGonigal)
- "How to manage compassion fatigue in caregiving" (Patricia Smith)
- "Validation, communication through empathy" (Naomi Feil)

Podcasts:

- "AARP Care-FULL Conversations": AARP experts explore the journey of caregiving bi-weekly.
- "Agewyz": Caregiving expert and author Jana Panarites interviews family caregivers and experts weekly to navigate the unpredictable world of aging.
 "Awakening—Eldercare": Connie Shaw interviews insightful family caregivers,
- giving advice on planning, daily regimens, health care, insurance and more.
 "The Caregiver Community": Jane Everson and Frances Hall hold conversations
- about the challenges and joys of caring for your aging parents and yourself."Your Caregiving Journey": Denise Brown discusses caregiving situations and offers guidance weekly.

Considering resolutions

A Caregiver's Journey

The amount of time that Jane spent caring for her mother, Grace, increased as Grace's dementia grew more serious. When Grace first started forgetting appointments and acquaintances' names, Jane stopped in to see her almost every weekday, with a more prolonged visit on Sundays. They live just five miles apart, and Jane really didn't mind. That's the least I can do for *Mom*, she thought. But over the last few months, as Grace's condition worsenedforgetting grandkids' names, leaving the stove on, not caring much about her appearance-Jane knew her mother required more of her time and presence.

Jane's only sibling was concerned and in touch but lived halfway across the country. Her sister was in no position to attend to Grace's daily needs. Jane's husband, Tom, was understanding, but his job required travel and long hours some days, so he wasn't always around to fill in with parenting and domestic duties.

So, Jane was waking up an hour earlier to help get her two kids off to school, check on her mom on the way to work and try to arrive at work on time. Depending on her mother's needs, she was sometimes late, walking quietly and sheepishly to her desk, trying not to arouse attention.

She made quick, mid-morning and midafternoon phone calls to Grace, and generally everything was fine. On days when Jane detected that "something is up with Mom," she would apologize to her supervisor and co-workers and drive to Grace's house to check on her. After work, she went home to make sure the kids were settled, made dinner and then took dinner to Grace, generally spending two to three hours of quality time with her. On weekends, spending four to five hours or more with Grace was not unusual.

This new and demanding schedule was taking its toll on Jane. She constantly turned down invitations from friends; she felt her work performance was beginning to decline; her kids complained that she was "never around"; and Tom didn't like seeing her tired, unhappy and less interested in their own family life. He knew, though, that this was a touchy topic for Jane, and he put off having a serious conversation about it with her.

Jane's best friend Ellen stopped by one Saturday when she knew Jane was home. She told Jane she was taking her to a movie and dinner that night. Jane declined at first, saying she should be with her mom,

but Ellen said she arranged for Tom and the kids to stay with Grace that evening. Over dinner, Ellen was understanding but direct in telling Jane that she couldn't go on like this. She said that she would help her explore options for Grace—a daily companion, home health care or a senior living community that provided memory support services. Jane replied that she needed to "sleep on it" for a few days.

When Ellen stopped by the following week, late in the evening, Jane agreed to check into the options they had discussed previously. She initially thought they would have to restrict themselves to home care for financial reasons. But after doing some research, Jane was pleasantly surprised to learn her mother's finances could afford the monthly fee of a retirement community just three miles away from her-and it had no large buy-in!

After a few weeks of adjustment at her new home, Grace was looking better, seemed happier and was responding well during memory support exercises. Looking back, Jane thought, I suppose I assumed I needed to do everything for Mom *because she took care of everything for* me when I was young. I tried attending to all her needs – her meals, housework, medications, medical appointments for as long as I could. But it wasn't good for either of us. When I was with her, I was always doing, doing, doing and not visiting, talking or listening. It took an honest conversation with a good friend for me to see there was a better way for both Mom and me.

it's so great to have

I didn't even for her med by Call is was slowly become to the what had happened until Mom moved to her house clean her house clean

I dian i even for her meds us there what had happened until Mount was slowly become to be the what had happened until Mount But now she's of the site what had happened to coerything well taken so the base sting right, keeping her house clean a theat to have

Mom actually seems happier because she isn't alone and doesn't worry when I'm not around. She smiles more, and that makes me smile, too. I feel like I have my Mom back. I really do.

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Miles

Almost 40% of caregivers spend about 30 hours per week on caregiving tasks.

The Percentage of Caregivers Who Do the Following Tasks



We can help with all of this.

Retirement communities—sharing the care

One way to consider a retirement community is that you are sharing the care. The staff at a community is not replacing your role or purpose, but simply taking on those tasks that took you away from the child-parent or spousal bond you had known and enjoyed. The trade-off in responsibilities becomes a trade-up in fulfillment.

How do you spend your caregiving time within a given week?

Task	% of Time Spent
Taking my loved one to doctor appointments	
Running errands, shopping	
Housecleaning	
Doing laundry	
Preparing meals	
Managing medications	
Monitoring my loved one's health	
Helping with medical/nursing tasks	
Getting my loved one dressed	
Arranging outside services	
Bathing or showering my loved one	
Toileting	
Feeding	
Dealing with incontinence or diapers	

Cut this out and keep it in your wallet for those moments when you need a reminder that you can (and will) get through this:

If you begin to experience burnout, resolve to make changes in your life before you feel you "can't go on like this."

YOU'VE GOT THIS!

Caring for someone can have its challenges. Expect this, but don't let it discourage you. Read, re-read and keep this on hand so support is always with you.

- Recognize that your loved one may be frustrated and angry, too, as he or she has lost independence and vitality.
- Forgive your loved one's outbursts or unkind words by validating his or her frustration or pain and reminding him or her you are just trying to help and provide comfort.
- Know you are not alone. Lean on your personal and professional support as much as you can.
- And remember, you've got this: your love can go a long way, for both of you.

Resolutions

18 Miles

At Country Meadows, we have been helping families for more than 30 years, and we are here for yours, too—in whatever way you need. We offer a full range of lifestyle and care options but also expert advice to help families determine what is best for their needs.

For more guidance, stop by any of our communities or visit CountryMeadows.com, in our "Advice" section under "Tips Library," where you will find:

Caring for your older loved one and yourself:

- Talking About Touchy Topics with Your Aging Parents (12-page guide for successful conversations)
- Navigating the Maze of Senior Living Options (20-page guide for making the right decision for you and your family)
- Understanding Dementia's Effects on Your Loved One and Family (16-page guide for what to expect)
- The Social Benefits of a Retirement Community
- Is Assisted Living or Personal Care Right for My Loved One?
- When Is It Time for Memory Care?
- What to Look for When Considering a Retirement Community
- And much more

The mission of Country Meadows is to help seniors lead purposeful lives and enjoy independence, friendship and respect.

If you are looking for a retirement community for yourself or a loved one, we invite you to visit any of our campuses in Pennsylvania (Allentown, Bethlehem, Forks in Easton, Hershey, Lancaster, South Hills of Pittsburgh, Mechanicsburg, Wyomissing and two locations in York) or Maryland (Frederick).

