

What If It Works?

We're in the midst of a massive work-from-home experiment

by Lindsay Tigar, *FastCompany.com* 3-26-2020

Life has changed enormously over the course of a few short weeks. Schools are closed, some cities have curfews, and more Americans than ever before are crawling out of bed and dialing into conference calls from their couch. In less than a week, many companies have scrambled to create remote-work practices and help their employees set up shop in their dining rooms and living rooms and bedrooms.

As someone who worked from my home office pre-COVID-19 and who is part of a league of professionals who shout about the benefits of remote work from every rooftop I can find, it's been interesting following this shift.

While much of the news today is scary, I've found a silver thread of hope in this pandemic: What if this is our chance to prove remote work, well, *works*?



Photo courtesy of shironosov/iStock

Life is stressful for us all right now, and maximizing productivity shouldn't take precedence in a crisis situation, especially as many of us are juggling work and caretaking responsibilities. But being empowered to manage your own time, capitalize on your own peak periods of focus, and not feel stressed by commuting can be hugely valuable.

Since I made the move from full-time employment to full-time freelance almost three years ago, I've seen a dramatic shift in my productivity, and income. With more hours in the day to devote to building my business, I was able to pitch more outlets, finally incorporate my content agency into an LLC, and eventually hire writers for large blog-development projects for brands. For 15 months of my remote work experience, I quite literally worked from *anywhere*: trains to the airport in Tokyo, a bus winding through the mountains of Peru, a boat, somewhere in the middle of Mexico's Riviera Maya region. This was made possible by a sense of adventure and also by *Remote Year*.

This program, founded in 2014 by Greg Caplan and Sam Pessin, provides the opportunity for freelancers (such as myself), and for those with gigs that allow

remote work, to take their jobs on the road. For a year, I moved between 12 different international cities across three continents, calling each of them home for 30 days. In the past six years, there have been dozens of communities like mine, ranging in size from 20 to 65, who figured out how to meet deadlines, take calls, and complete their job functions, from wherever they happened to be in the world.

Caplan, the CEO of RY, said the company has watched remote work grow incredibly quickly over the last few years, not only enabled by technology but also fueled by workers' demand for flexibility in the workplace. The stats back him up, too, according to an analysis conducted by *FlexJobs and Global Workplace Analytics*. From 2005 until 2017, the United States has experienced a 159% increase in remote work. And while there were 3.9 million American satellite workers in 2015, that number is 4.7 million today, or 3.4% of the overall population. Though the arrival of a novel virus isn't the best circumstance for a company to be forced into remote work, Caplan does hope there will be an even bigger shift toward this type of professional option, because the "cat is out of the bag."

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How to Fight Anxiety During Tough Times

by Madison Woodard

We all live different lives but at the end of the day, we all experience the same things. Everyday is not the best and life can hit us hard at times. If you are like me, then you are a student, an employee, family member and friend. At times, it can be difficult to balance the demands that these roles have. I have had my fair share of anxieties and I know that I am not the only one. Over the years, I have learned how to defeat anxiety through therapy and personal reflections, and I am more than happy to share them with you.

Download the Calm App

Now, I know what you are thinking: your first tip is to download an app? Yes. This app has helped me get my thoughts together and literally keep calm. Sometimes you may find yourself being very busy at times, and it always good to stop for a second and relax. Whenever I feel over-

whelmed or at a roadblock, I pull out my phone and open the Calm app. I'm not going to spill the beans and tell you how it goes, you just have to see for yourself. All I can say is that I would use the soundscapes category first.

Reflect on what is giving you anxiety

I was fortunate enough to attend therapy sessions for a few months and I can honestly say, don't sleep on going to therapy. Everyone needs someone to talk to at some point, and it's okay to get the help that you need. After talking things through with my therapist, I realized that if I really sit down, and talk about what makes me so nervous, it later does not seem that bad. Anxiety is just built emotion stemmed from fear that causes us to miss out on a lot of opportunities if you let it do its job. I suggest that we start to really step back before we get anxious and see if it's really worth it. ☸



Birthdays Are for Hand Washing

by a Tech Times contributor

Hand washing usually is reminded to be done when exiting a bathroom stall. A person exiting the stall typically rushes out when there is no one entering the bathroom. The minute someone walks in, chances are the person heads to the sink for a quick scrub. The quick scrub may involve no soap just water and hand rubbing which isn't hand washing. After someone's used the bathroom shouldn't be the only time for hand washing.

Before and after every meal a person should wash their hands as well. It only takes roughly twenty seconds to do so. Generally, a person should follow these steps provided by the Mayo Clinic staff on their website:

- Wet your hands with running water.
- Apply liquid, bar or powder soap.
- Lather well.
- Rub your hands vigorously for at least 20 seconds. Remember to scrub all surfaces, including the backs of your hands, wrists, between your fingers and under your fingernails.
- Rinse well.
- Dry your hands with a clean or disposable towel or air dryer.
- If possible, use your towel to turn off the faucet.



Commonly, hot water is used while washing hands. That is due to the fact that heat kills germs. Mayo Clinic staff failed to mention the use of hot water on their site's list. I continued my research about proper hand washing; and then I stumbled upon the article, "Washing Hands in Hot Water Wastes Energy, Study Says" on the National Geographic website.

Amanda Carrico, a research assistant specified that any kind of water is fine when washing your hands. Yet, Carrico added, "Warmer water can irritate the skin and affect the protective layer

on the outside, which can cause it to be less resistant to bacteria." It's better to be safe than sorry and irritated.

Hand washing shouldn't be a huge deal and it's certainly isn't considered fun. It's something most of us do routinely or skip out on. For some fun, sing "Happy Birthday" during step four. It's been recommended by two organizations in the article. Proceed to steps five, six, and seven, and you've properly washed your hands.

Not only has it been recommended to you by organizations, students in elementary school

have been taught the method of singing "Happy Birthday" while washing their hands.

I was even taught this myself as child, but I spoke with my cousins, Fabian and Adrian Soto about hand washing. Fabian admitted to never really paying attention to the teachers suggesting to sing Happy Birthday. He said, "My mom has always told me to wash my hands, and that I did."

On the other hand, Adrian said, "I saw some kids singing under their breathe, but never asked what was going on. They could be crazy something, but then my teacher told me about singing 'Happy Birthday'." Adrian being well aware of making hand washing fun is proof that there are kids being taught properly. Adrian may have just witnessed one other kid, but if this kid was one of many who sat through lectures by their parents and teachers, then there must be millions more.

To have a child start off young with beneficial routine habits, chances are they'll carry it on into adult hood. As adults they will teach their children to sing "Happy Birthday" not only when blowing out the candles, but while hand washing. Everyday is someone's birthday, so why not?

Source photo: <https://twitter.com/es-cityusa/status/806558910651895812>

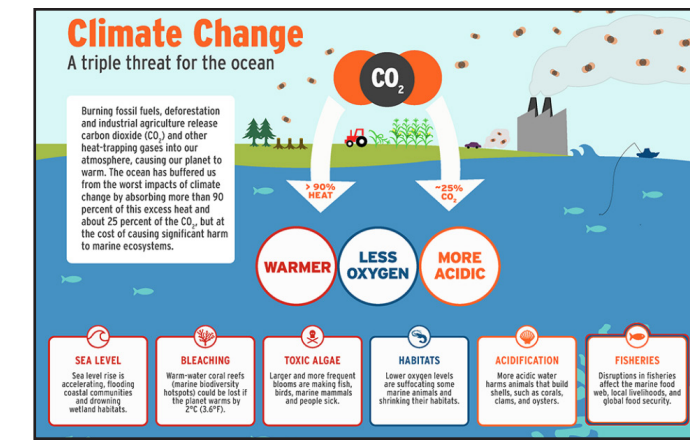
YOU CHANGE THE CLIMATE AND IT CHANGES YOU

by Mark Balicki

Air pollution is described as being any mixture of solids or gases that are introduced into the atmosphere. These may include both particulate matter and biological molecules. These pollutants can lead to development of diseases, allergies, or in some cases death. Not only does this apply to humans, but it also applies to other living organisms, including animals and plant life, some of which we use as food.

Classically, air pollution is broken into two groups: outdoor and indoor air pollution. Outdoor air pollution consists of emissions that occur outside of the built environment. Examples of this include the products of burning fossil fuels, noxious gases, reactive forms of oxygen known as ground-level ozone, and tobacco smoke. Indoor air pollution involves the many pollutants that are carried by indoor air and dust. These include household byproducts, building materials, mold and pollen, and indoor allergens brought from the outside environment, such as animal waste. Outdoor pollutants may find their way indoors by means of open windows or doors, or in some cases ventilation.

Air pollution and its effects have been a large topic of debate



throughout the past few decades; with the debate over global warming, different pollutants have been brought into question. Climate change, despite its being a global process, has local influences that can affect specific areas. An increase in temperature can be clearly connected to air pollution, which, along with the air pollution itself, increases the risk for heart or cardiovascular disease. The increase in temperature enhances the production of pollen, releasing more spores into the air. This also applies to the production of molds because of the increased severity of storms.

Some people are at a greater risk of developing severe health problems from air pollution, including, but not limited to, individuals with heart problems or any of the various lung diseases. Immediate health problems caused by air pollution are also

noticeable in the heart and lungs. Examples of these issues are damaged respiratory cells, aggravated cardiovascular and respiratory illness, and harder work for the heart and lungs, which increases the stress on these organs. Long-term exposure, however, can cause more permanent issues. In some cases, this includes a loss in lung capacity and function, development of diseases like asthma or cancer, and a faster aging of the lungs.

There are ways to reduce the risk of exposure to air pollution, but they are not guaranteed to completely remove the possibility. One of these includes preventing the buildup of dust and mold within a building by ensuring that the building is properly ventilated and that ventilation is regularly maintained. It is also important for the inhabitants to remove any known air pollutants from the building, which includes things

such as aerosols and some cleaning supplies.

Outdoor air pollution is a bit more difficult to avoid, especially in highly populated urban areas. Although this is true, there are steps that can be taken to reduce risk of exposure. These include checking the area's Air Quality Index, avoiding heavy traffic and secondhand tobacco smoke. Although a healthy lifestyle is important for the maturation of human cells, this process is hindered by outdoor air pollutants. Individuals who do their exercise outdoors are at an increased risk of exposure, so some of these individuals may find it beneficial to their health to switch to an indoor setting.

Air pollution causes damage to natural and man-made environment, which in turn harms the world's ecology. Although there are steps that can be taken, the long-lasting effects will not do any good if all of society does not join in on the reduction of emissions. It truly is a global effort to slow the processes of global warming by decreasing the pollutants we create as a race. Sources: <https://www.niehs.nih.gov/health/topics/agents/air-pollution/>; <http://www.sparetheair.com/health.cfm?page=healthoverall>; <https://www.mbari.org/climate-change/>

Home-Schooled Student Offers Advice for College Success

by Tina Payne-Brisette

"I keep all my books together in here. It eliminates me having to search my room at the last minute," jokes Brandon Payne-Brisette, as he rummages in his backpack for a textbook. He is a nineteen-year-old student at Springfield Technical Community College (STCC) who was formerly home-schooled.

Payne-Brisette is now in his second semester at STCC. Most of his middle school years and all of his high school years were spent studying at home. "It (home schooling) gave me a good educational foundation," he recalls. "And I liked the freedom of the schedule. College is more regimented. I have to be in class at certain times."

He explains the lessons he's learned that have helped him attain college success: "Do your homework, stay organized, study well, attend every class," he elaborates. Payne-Brisette found early on that classes start on time and that he needed to be in his



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seat when they began. "I rushed around quite a bit my first semester. This time I'm able to pace myself better."

Commenting further, he explains, "In college there's a lot of people in class. There are differences from being a class of one. Being in a group environment means I've needed to adapt to listening to different perspectives with an open mind," he says. "I pay attention to everyone during a question and answer period. It's actually helped my learning process."

Payne-Brisette feels he hasn't been more challenged by col-

lege attendance, though. "Home-schooling prepared me well for college," he insists. "If I do run into a problem, I know I can ask my professors. They're all willing to help. And participation in a study group is also something I would recommend." His future plans include applying to the STCC nursing program after finishing the prerequisites, although he hasn't decided in which specialty he will work. His final advice to all students is to remain focused.

"Making the effort will pay off."

Behind the Tech Times

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"Coronavirus is going to expose more people to working remotely than ever," he says. "Most people will see that it is very possible and start to grow accustomed to the benefits of remote work, including autonomy, no commute, and less distractions than open offices. Companies that don't allow remote work already are going to have to continue supporting it going forward, now that they have proven to themselves that it works."

After COVID-19 passes and businesses try to return to normal, there is a real possibility that professionals may change their tune on what matters most to them. That's already the case for many, according to research from the International Workplace Group. Their March 2019 findings showed that 80% of job seekers would choose a job with a flexible work-from-home policy over one that doesn't offer the same benefit.

With an unknown amount of time ahead of everyone, experts such as Heinan Landa, the CEO of Optimal Networks and the author of *The Modern Law Firm:*

How to Thrive in an Era of Rapid Technological Change, are calling the outbreak "the world's large work-from-home experiment"—and one that could end lingering stigmas about the ability of workers to be productive outside a traditional office.

"For companies and businesses who are just now navigating the challenges of remote work, they will perhaps bolster their flexibility options, improve their technology and cybersecurity, and take a second look at their current operational processes," Landa says. "This is, in fact, a wake-up call for companies who have never had to deal with something like this before. For some, perhaps the outbreak will prove that remote work is a very real option and one essential to a business continuity plan."

I agree with Landa. COVID-19 presents an opportunity to illustrate how successful and sustainable remote work can be for those professionals who desire flexibility. Many entrepreneurs were ahead of the curve and founded their companies with

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A Trail, a Tower, a Bridge of Flowers

by Nikki Daponde

Spring has officially sprung. So what do you do to rid yourself of cabin fever?

How about a day trip! Right here in our own backyard, we have some of the best historical sites around. Following Route 2, you will come upon the Mohawk Trail, a hiking, driving and nature trail. This trail also includes the Poet Seat Tower in Greenfield and the Bridge of Flowers in Shelburne Falls.

The Mohawk Trail is sixty-three miles long, stretching from the MA-NY state line to Millers Falls on the Connecticut River, and has over 100 attractions. The Poet Seat Tower was built to commemorate poet Frederick Goddard Tuckerman, who was inspired by the natural beauty of Franklin County. It offers a great view of the Greenfield Valley from the tower on Greenfield Mountain. The Bridge of Flowers in Shelburne Falls is actually an old trolley bridge. When the trolleys



stopped running, the Shelburne Falls women's club transformed a once-boring bridge into a blooming work of art. There, also, are the Salmon Falls Glacial Potholes, which are an interesting sight to see, and a glass blowing studio where you can go and watch the artists ply their craft.

If that is not enough, a little bit further up in South Deerfield is the Yankee Candle Company, which also has a museum, and the famous Chandler's Restaurant.

For more information, or other day trips involving the Mohawk trail, visit: http://www.mohawk-trail.com/html/driving_tours.html Sources: <http://www.canalidesigns.com/MTAGuide.pdf>; www.recorder.com/Mohawk-Trail/

Simple Ways to Improve Sleep

by Meghan LaValley

Little known fact: The month of May is “Better Sleep Month” – at least according to the Better Sleep Council, a non-profit organization that advocates the importance of a good night’s rest.

In addition to drowsiness, concentration difficulties, memory problems, and irritability, sleep deprivation has been linked with depression, weight gain, and various medical conditions. While the number of hours needed ranges from person to person, it is generally advised that adults get about 7–8 hours of sleep per day. Most importantly, adults should get enough sleep to feel well rested in the morning and remain alert throughout the day. More often than not, Americans aren’t accomplishing this.

While investing in new mattresses, bedding, or pillows can prove to make a dramatic difference in the quality of your sleep, it is not solely essential. There are

plenty of lifestyle changes you can make to improve your slumber.

Limit stimulants such as alcohol, caffeine (including coffee, chocolate, caffeinated sodas, and tea), and sugar—particularly after 7 pm. They delay sleep and are a leading cause of restlessness at night.

Daily exercise and general activity does offer benefits for sleep (even as little as 30 minutes a day). However, it is best to avoid exercise at least 3 hours before bedtime. Instead, opt for yoga or similar stretches in the later evening to relieve any tension left in your body.

Whenever possible, try to go to bed at a regular hour. Establishing a sleeping cycle will help regulate your body’s internal clock and help sleep come to you more naturally. Staying up late on weekends is often inevitable, but it can do much to disrupt your weekday schedule if you don’t

make an effort to wake at the same hours.

In the hours before bed, relaxed activity can be helpful in preparing the body for sleep. By performing a similar nightly routine, the body will learn to associate these activities and hours with sleepiness; good ways to wind down can be with quiet music, lower lighting levels, or light reading. Avoid stimulating activity such as checking email or watching television, especially in bed. For those who are used to falling asleep with the television on, try substituting the TV with music, a fan, or a white noise machine to drown out additional nighttime noises in your environment.

If you wake by alarm, resist the urge to use the snooze button. Those nine-minute increments of “snoozing” often do more harm than good, particularly when using them multiple times in one morning. These fragmented

sections of “sleep” deprive your body from needed REM sleep, and cause you to feel more tired when actually getting up. Set your alarm for the latest possible time, and rise immediately upon hearing it.

For those particularly interested in changing their own habits, YawnLog.com is a free website that you can use to track your own sleeping patterns. Being consciously aware of the hours you wake up and go to bed can be a great way to change things up. Users at the site also have the option of entering the quality of sleep they have, any interesting dreams they’ve experienced, and may share their sleep diaries publicly with friends. ☸☸

Sources: http://www.sleepfoundation.org/site/c.hulXKjM0lxF/b.2419247/k.BCB0/Healthy_Sleep_Tips.htm; https://favpng.com_view/sleep-cip-art-png/HApzA5W

‘Twas the Night Before Quarantine

– Author Unknown

‘Twas the night before quarantine” and all through the town, not a restaurant was open, not a school bus was found.

Hand sanitizers were placed by all doorposts with care, in hopes that Corona would never come there.

The children were swinging from the crystal chandeliers, and the stir-crazy babies were almost in tears.

With everyone in health masks and live updates on their screens, we hunkered down and waited for COVID-19.

For into our lives with a sneeze and a cough came a global pandemic and a crash of the stocks.

Away to the grocery we all flew like a flash, and bought all the toilet paper for our personal stash.

As the moon slowly rose on our fates and our fears, what to my wandering mind should appear?

In the absence of busyness a new life taking form: in the stillness of solitude, in the silence of the storm.

In the magic of together and home-bound company, rediscovering connection in our family.

So with the pup in her kennel and the children in their beds, new visions of adventures now danced in my head!

The checklists could wait and the bank accounts would be fine, for we had been given the most sacred gift of time.

So I gathered the markers and crayons and paints, I collected the Nerf guns and assembled board games.

With a wink and a smile I moved on to schoolwork: math facts and science and vocabulary words.

I laughed as I thought it, in spite of myself, “what if quarantine can heal our emotional health?”

If the birds are still singing and if the flowers still bloom, surely the sunshine can overcome our gloom.

If we set aside fear and choose kindness instead, maybe we’ll all begin to realize we have nothing to dread.

I tucked back into bed and smiled up at the moon, for a peace had replaced the impending doom.

So take heart and take hope through this curious plight, and “happy quarantine to all” until we’re allowed to reunite.”

Diversity at STCC

by Shembu Jalloh

Being a minority and a student who attended other diverse schools in Boston, Massachusetts, has allowed me to see things from a different perspective. I acknowledge that being different is what makes us unique. I embrace diversity and advocate for it, and this will have you do the same, by exploring what diversity means in one of the most diverse schools in the North East, STCC.

Before addressing what makes STCC diverse, let’s look at its rich history. STCC is a community college in Springfield, Massachusetts, and was Founded in 1964 by Dr. Garvey as the Springfield Technical Institute. It was a trade school, which mainly specialized in high school students learning plumbing, becoming electricians, auto mechanics and so on. STI was located in what is now the Putnam Vocational High School in 1969. Later, it relocated to the Springfield Armory campus, which was founded in 1777.

Presently, this college is a major resource for the economic vitality of Western Massachusetts. It is the only technical community college in Massachusetts. STCC’s mission statement is to support all students as they transform their lives. STCC expresses that it is a multicultural learning community, where each student will achieve their goals becoming an intellect and self-confident, while preparing them for a successful life after college.

The diversity rate at STCC is very broad. There are new faces, backgrounds and cultures all in one place. Many different cultures are pouring into this small community, and to tell you the truth, I honestly love the way things are changing. I have met people from all over the world, for example from places like China, Pakistan, Jamaica, Ethiopia, Sudan, Puerto Rico, South America etc. I beseech everyone who has never

experienced anything like this to do so, but make sure you have an open mind, to learn about others and their backgrounds.

Today, STCC functions with many foreign students attending. The faculty tries tremendously to help those in need. Whether it is school work or personal issues, this school has become a safe haven for those that are going through a lot. The school has been labelled the best community college in Western Massachusetts and it shows this because of their resources and open arms to welcome everyone. No matter their background or life style, STCC is an open opportunity school for all. Want more proof to back this up? Take a look at this student’s experience below:

Sergio Cruz said “the school is very diverse and it is also important that it remains that way. It’s easier than ever to connect people who have common goals to succeed. The diversity keeps the school functional and embraces other cultures without being biased.” Another student, Coumba Siang also feels the school is a melting pot. “So many different people come here to learn and interact with others and it is a good thing,” she says.

It’s no secret that STCC is the place to be. STCC is one of the most diverse communities I have ever come across. If you are a person who wants to experience a high scale minority interaction, and interest in learning about other cultures, this is the place to be. Best of all, the experience will leave you breathless, particularly because every professional that works in the school takes pride in going the extra miles to make sure you get all the help you can. Faculty and students work hand in hand to accomplish many common goals which all involve reaching your potential and succeeding in anything you believe in. ☸☸

History Will Remember

by Donna Ashworth

History will remember when the world stopped
And flights stayed on the ground.
And the cars parked in the street.
And the trains didn’t run.

History will remember when the schools closed
And children stayed indoors
And the medical staff walked towards the fire
And they didn’t run.

History will remember when people sang
On their balconies, in isolation
But so very much together
In courage and song.

History will remember when people fought
For their old and their weak
Protected the vulnerable
By doing nothing at all.

History will remember when the virus left
And houses opened
And people came out
And hugged and Kissed
And started again

Kinder than before.



Departures ✈			
Time	Destination	Door	Status
07:00	Bathroom	7	On Time
09:00	Kitchen	3	On Time
11:00	Front Room	2	On Time
13:00	Garden	6	Check Weather
15:00	Shops	1	Delayed
17:00	Walk	1	Delayed
19:00	Pub	2	Cancelled
21:00	Kitchen	3	On Time
23:00	Bedroom	10	Delayed



**ANYONE ELSE'S
CAR GETTING
THREE WEEKS TO
THE GALLON NOW?**

My Wayward Journey to a Good Decision

by Madison Woodard

As my college career here at STCC comes to an end, I must say enrolling here was the best decision I've made so far. My college experience has not gone the traditional way that many people expect. I graduated high school in 2017, and immediately moved out and went to college two hours away from home. I was excited and was ready to be in a new area, meet new people, and of course move into my dorm room. I honestly was not going to my first choice in college and I pretty much settled to attend this school just because I wanted to get away.

My freshman year began and once I got on campus, I made the biggest mistake, I changed my major to nursing. I made this im-

pulse decision because I believed that nursing was the major for me and not to mention, nurses get paid a lot after graduation. I did not realize that it requires a lot to be in the medical field and it's not for everyone. I enrolled in Chemistry 101 and was stressed out. I understood the material; however, something was just not sitting right with me and I honestly was not motivated enough to really see the light at the end of the tunnel.

After finishing the semester and barely passing the course, I decided to change my major to psychology. I went into spring semester as a psych major and then boom, it hit me. I honestly thought that this major change was going to make me enjoy my time at school when in all hon-

esty, I found I didn't even like the campus. The environment was not something I felt I could thrive in so I undertook to really explore my options as far as what I really wanted to do.

So as the spring semester ended and it was time to register for the fall semester, I made the decision to transfer to a community college. I was sitting in my dorm room and I thought to myself, I really do not know what I want to major in. My parents worked long and hard for me to attend college and why waste money on a degree that I am not even thrilled about? I knew that I wanted to interact with others and have a job flexible enough to where I would be able to move around. So I packed my dorm up

and moved back home to attend STCC in the fall. I began taking general education courses and really doing research on careers I would like to do. I then realized that I enjoy writing, hearing people tell stories, and sports.

This narrowed down to sports and journalism, and I combined both. I decided that I would major in journalism after STCC and eventually cover stories about games and athletes. I would have never come to this conclusion if I never took a leap of faith and attend STCC. In the two years that I've been here, I've met many amazing professors and students and I wouldn't trade it for anything. So, I can honestly say this was the best decision that I've made so far and I'll never forget my time here. ¶¶

The Electric Car Known as Tesla

by Nick Bova

Tesla seems to be the future of driving. With more Teslas hitting the roads every year, and the price of Tesla coming down to an affordable price for all Americans to buy, Tesla seems to be our future car. Tesla sweeping the nation with its all-electric capabilities it is also very environmentally friendly with no carbon exhaust exiting the car into our atmosphere. The best part is you charge the car up and you never have to fill up!

Tesla has a bunch of neat functions that you can use. First, being the Tesla Model S, it has the fastest acceleration on earth, with an impressive 0-60 in 2.4 seconds. Off the rip of a starting line, it would pull away from a Lamborghini no problem. So if you are worried about speed, Tesla surely does not disappoint. With the car having an electric motor, you do not feel any gear shifting when the car is in motion. Tesla is a very smooth clean ride, where even the engine doesn't make any noise!

The Model S Tesla is Tesla's luxury performance model (most expensive) car on their market. It's priced at \$99,095.00; you can order online, and it gets delivered to your house. The all-electric car is all-wheel drive as well, giving you

the best possible traction. The distance on one full charge is about 350 miles before you need another charge. The car also charges when you press the brake as well keeping your battery going.

Tesla also offers an autopilot option as well. For a sizable amount of \$7,000, you can have full autopilot capabilities. Coming out very soon, your autopilot Tesla will be able to navigate its way through busy intersections, stop for pedestrians, and recognize traffic lights, road signs, and other obstacles on the road. You can eat a lobster dinner in your Tesla while driving on the highway and have no worries at all!


With all of this innovation in the future with Tesla, it's in no doubt going to be the future of cars. The self-driving part I think will really captivate many Americans, seeing how many of us like to do the least amount of work as we can. The car being environmentally friendly means it will be a positive force mitigating climate change. With the car's smooth, quiet battery-powered engine, people will enjoy more peace while driving on the streets. The future is Tesla. ¶¶
Source: <https://www.tesla.com/>

BREAKING NEWS

Wearing a mask 🧢

inside your home is now highly recommended.

Not so much to prevent Covid-19 but to stop eating.



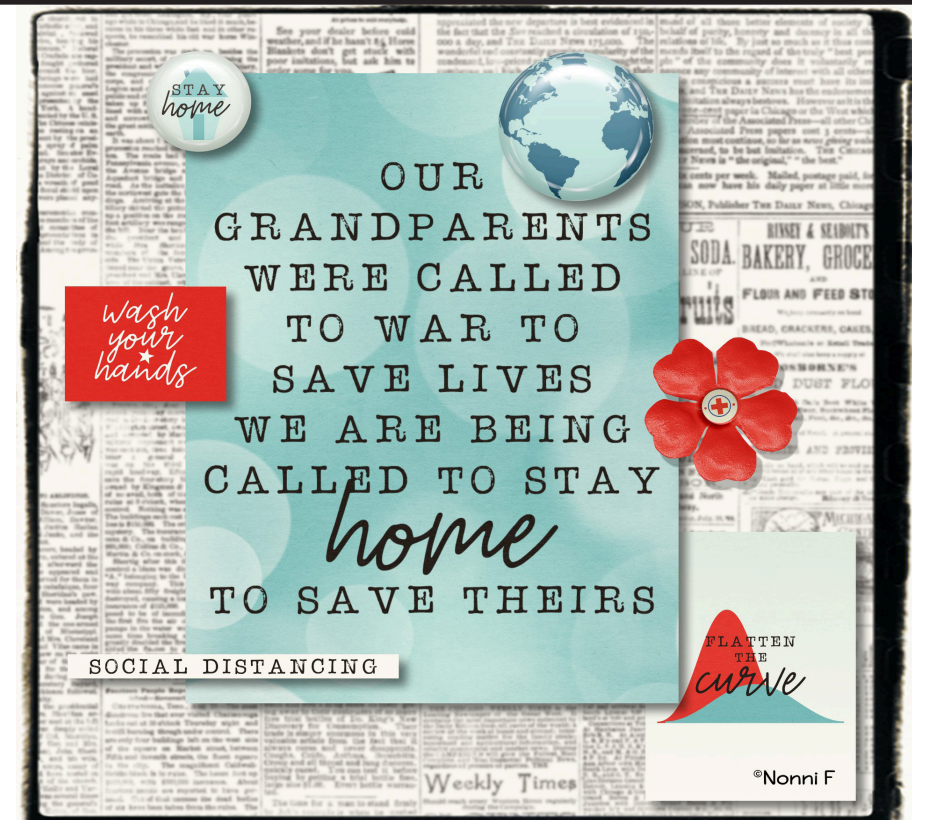
SOCIAL DISTANCING

April distance brings May existence.

A Short Parable

The tree seems mighty, standing stout and tall with a tang colored mantle of fall, it talks tall, always tall, even in regards to the trivial and small; it must never bend for the message it would send; so ever stiff and wary it stands but sags within, limp from accumulated sands of dry rot.

The tree did not come up alone; Rather, in the company of a large grove of strivers and wannabees who surround it in sycophantic bunches. It is the tiny and the invisible the tree never sees, that have exposed the rot, and brought the tree and those of the surrounding forest, healthy or not, to the point of topple.



My mom always told me I wouldn't accomplish anything by lying in bed all day. But look at me now; I'm saving the world.

Day 4 of quarantine... already ate all food for the next 15 days



Cats Know Best

The cats are on day 3721 of their stay at home quarantine. They have some lessons for us amateurs. Lessons like:

- Nap early, nap often.
- Eat on a regular schedule.
- Keep yourself clean.
- And most importantly, it's OK to run up and down the stairs screaming when it all gets to be too much.
- Just take a nap afterwards.



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remote work practices in mind. Allowing employees to pick their location fundamentally impacted their bottom line, culture, and ability to scale.

Below, several of these leaders share the value they've found in a scattered, diverse workforce. Use their perspectives to inspire your performance and routine while working remotely, and to create a strong case to maintain flexibility in the future.

Communication can become stronger

While naysayers would argue the opposite, the CEO of Modsy, Shanna Tellerman, says being separated forces her managers to stay even more connected to their team. From the very early days of the company, Tellerman says she invested in key remote employees, who were the smartest people she could find and who could solve the toughest problems. Their location didn't affect that.

As the company grew and she hired some in-office roles in San Francisco, Tellerman has maintained her faith in remote work. "Our individuals and managers make a more conscious effort to clarify roles, expectations, and to discuss progress with remote employees," she says. "Our remote employees rank 5% higher than office employees when asked if they know what is expected of them at work. They also rank 5% above office employees when asked if they have had discussions with their managers about progress in the past six months."

Professionals may be more disciplined and effective

Before COVID-19, my friends would often give me a hard time for "having a long day at work." After all, since technically I can go the whole day without putting on pants, it can't be all that bad, right? Eh, not so much: Many remote workers, myself included, thrive on routine and discipline. And while employers may worry about the ability of professionals to complete their assignments without a babysitter, oftentimes they will meet them faster than if they were in-office.

In fact, Madeline Kelley, a global enterprise sales manager for Ellevate Network, says she's far more productive and effective as a remote worker. For the past four years, she's benefited from her company's unlimited PTO (paid time off) and unlimited WFH (work from home) policy. She first left her home in Brooklyn a year ago, when she signed up for the Tulsa Remote program. Applicants who are selected are given a grant of \$10,000 to move to Tulsa, Oklahoma, for 12 months.

The experience has supercharged Kelley's professional development—and made her even more dedicated, she says. "Because no one is around to hold you accountable, you have to be accountable for yourself," she explained. "I spend most of my days in my apartment—with my two dogs—on sales calls, replying to emails, and having internal video meetings. And I always manage to get everything done."



Companies have access to a larger pool of talent—including parents

The right person for the gig may not be located in New York, Boston, Los Angeles, or any other major metropolitan area. This was Abby Coleman's mindset when she joined the fully remote company, Territory Foods, in 2019. Currently, the company operates in 13 markets. While they have team members in each of those regions, they decided against creating a central headquarters.

Rather, they have talent from all over the country, including a leadership team located in five different states, with past experience working at companies such as Amazon, Kraft, General Mills, PepsiCo, and Target. Collectively, these leaders have nine children, with five under the age of five. "Remote work allows us to retain great talent because they feel they are able to more effectively juggle the daily demands of parenting, while not wasting any precious minutes commuting," says Coleman.

Businesses can afford to pay more

The ability to grow a company without a lease is becoming more and more attractive. When Chris Neumann started his company, Cro Metrics, in 2011, he knew he wanted a remote workforce. In addition to being able to offer a flexible work-and-life balance and attract top-tier professionals, he also understood how not paying office rent would translate into happier employees. "Most companies spend 10 to 15% of revenue on rent. We use that savings to pay our employees above-market wages," he says. "We are providing really great jobs that team members would otherwise not have access to, and in return we are able to attract the best talent from around the country."

Brands can work across all time zones

DJ Haddad, the CEO and founder of Haddad & Partners, didn't exactly choose a remote workforce. Rather, his company fell into it and inadvertently discovered the benefits. For the past 13 years, he's been running his agency remote with leaders across the globe. This takes an average workday of eight to nine hours and turns it into 24. Because his team covers seven time zones, they can kick off a project at noon in New York and hand it over to a lead designer in Australia, who could then give it to someone else in the United Kingdom. By the time Haddad turned on his computer, the task would be 90% complete. "This is a project that would take our former agency at least three days to complete, and we would turn it around in one night," he shares. "Of course, this means a lot of early-morning or late-night phone calls for our employees on East Coast time, but it's part of our lifestyle by now, and in the end, it allows us a lot of flexibility during the day.

"We can't predict what the aftermath of COVID-19 will look like, or how long this period of flux will last. What we can do is make the most out of it and think about how our professional lives will look like once the dust has settled. It's my hope that I'll have more friends to text to meet up for a midday coffee, since now they have more autonomy with their work.

And perhaps, more importantly, that we'll be even more grateful for the gigs we have, and that we once again will be able to value our freedom. Remote workers may only account for 4% of the population, but for those of us who can do our jobs from wherever, there's never been a better time to take that independence and make it permanent. FC.com

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