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THE PULLMAN STRIKE AND THE ORIGIN OF LABOR DAY

HOW A RAILROAD PROTEST LAID THE FOUNDATION FOR A NATIONAL HOLIDAY

Today, Labor Day mostly means a day off and the closure of public pools. But when it was first created, it was a president's desperate attempt to curb the tension after one of the most violent strike breakups in American history.

In the late 19th century, the workers of the Pullman Company, which manufactured luxury train cars, all lived in a company-owned town. George Pullman, the owner, lived in a mansion overlooking houses, apartments, and crammed-together barracks, all of which were rented by the thousands of workers needed for the operation. For some time, the town operated without a hitch, providing decent wages for the workers while netting the higher-ups millions of dollars.

But after the economic depression of the 1890s brought the country to its knees, everything changed. George Pullman slashed his workers' wages by nearly 30 percent, but he neglected to adjust the rent on the company-owned buildings in turn. As a result, life became untenable in the town, with workers struggling to maintain the barest standards of living for themselves and their families.

In response, the workers began a strike on May 11, 1894. As the event ramped up, it gained the support of the powerful American Railway Union



(ARU). But Pullman, stubborn as he was, barely acknowledged the strike was happening, and he refused to meet with the organizers.

The tension increased when Eugene Debs, the president of the American Railway Union, organized a boycott of all trains that included Pullman cars. The strike continued to escalate until workers and Pullman community members managed to stop the trains from running.

Eventually, President Grover Cleveland sent in soldiers to break up the strike. Violence ensued, with soldiers making a great effort to quell the strike at its core. By the time the violence ended, 30 people had lost their lives and an estimated \$80 million in damages had been caused throughout the town.

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CONFIDENCE IN WHAT I DO

My history with Mometrix goes back before my first day working here. It actually starts with my wife, who started working with Mometrix in 2005 as a CPA (I didn't start until 2009).

Shortly after my wife started working for Mometrix, I was giving serious thought to going back to school to get my master's degree. I earned my undergrad degree in 1999 and had thought about getting my master's degree then. I had even taken the GRE to get ready for that next step, but life happened, and I decided to focus on my career instead.

Years later, that old feeling hit. I had put off a master's degree long enough. So, I started applying to a few schools, only to learn my GRE scores had expired. If I was going to apply for a master's program, I was going to need to take the exam a second time.

Of course, I was a little rusty, having been out of academics for a number of years. Through my wife, Mometrix learned that I was thinking about returning to school and generously offered to send me a study guide and flashcards to help me prepare. I said sure, send them over.

I was surprised at how straightforward the Mometrix material was. It cut right through the fluff. I took the GRE and scored 200 points higher than when I took the exam right after college. I was really impressed with Mometrix, and I was more than ready to get back to

school. But not so fast! In 2008, I was working a sales job that took me into the field, and I was constantly on the go. That's the year Hurricane Gustav hit the Gulf Coast. Gustav hit my company really hard, and, at the end of it all, I was going to have to take a pretty sizeable pay cut to stay on board. Needless to say, I wasn't thrilled about that. But I was also starting to reconsider the job itself. Before the hurricane, I was already thinking about pursuing a new job, and with the prospect of a pay cut, I knew it was time to move on.

Eventually, it got back to Mometrix that I was interested in changing things up. They called me and said they might have a job for me. At the time, the company was only selling their products online. They were ready to expand and wanted to build a team to help them do that.

I was in a unique position; I had recently used their products, and now the company wanted to hire me to help them start building that team.

My wife had already worked for Mometrix for a few years and had a lot of great things to say, and I already had a positive experience with their products. It was an easy decision. As someone with a background in sales, I absolutely have to believe in what I'm selling. When you have full confidence in a product, you have full confidence when you sell that product. I joined the team, and we started taking the next steps to something greater.

Jay Willis



WHY ARE FLASHCARDS EFFECTIVE LEARNING TOOLS?

Why do flashcards work so well? A lot of their effectiveness comes down to the repetitive nature of the cards and associated learning techniques. This makes them ideal for retaining (and recalling) information. Through their design, flashcards utilize "active recall," a process of learning that helps with memory and information retention.

Repetition itself is a critical learning tool and an important aspect of retaining information. Flashcards make this process quick and easy. Additionally, flashcards can be used to identify areas of study that need the most improvement.

When you need to focus on one area over another, you can simply remove the flashcards that cover the material that's already known. It's an ideal way to hone in on a subject in a time-efficient manner. For individual learning, this is a huge benefit.

Flashcards can also be gamified. In other words, virtually any type of flashcard can be turned into a game, with memory and matching games being the most common. This gamification process aids in information retention and recall. Plus, adding an element of fun makes study time much more appealing.



Another major plus is the cost-effectiveness of flashcards. Out of the study tools on the market today — and there are many — flashcards are typically the most economical. Not only are they a budget-friendly option, they often last through everyday wear and tear and can be easily used anywhere.

What kind of flashcards are available? If you can think of a subject, chances are you can find a set of flashcards to cover it. At Mometrix, we offer flashcards that cover everything from college admission exams to medical school exams. You can see the full lineup of flashcards by visiting mometrixmedia.com/products.htm and navigating to our flashcard directory.

LEARN SOMETHING NEW WITH THESE 6 YOUTUBE CHANNELS



YouTube is an educational powerhouse. When you have a few minutes to spare on any given day, you can quickly learn something new in a matter of minutes. Whether you're waiting for an appointment or waiting for a pot of water to boil, you can get more out of these spare moments.

Most of us have some sort of internet-connected device — a smartphone, a tablet, a laptop — making access easier than ever. YouTube is packed with a remarkable selection of accessible content that blends education, entertainment, and insight into the world around us. In those few extra minutes a day, take a look at one or all of these channels, and prepare to learn something new!

Engineering Explained ([Youtube.com/user/EngineeringExplained](https://www.youtube.com/user/EngineeringExplained))

Don't know much about cars? Engineering Explained is a great place to start. Learn about specific makes and models and how specific parts function. The next time an automotive question comes up, you'll likely find the answer here.

Google Small Business ([Youtube.com/user/GoogleBusiness](https://www.youtube.com/user/GoogleBusiness))

Google is a tool used by many businesses to create online marketing strategies. On this channel, you'll learn how to use tools like AdWords to maximize SEO (Search Engine Optimization) and grow your online platform. You'll also find hundreds of other practical business-related tips as well.

Healthcare Triage ([Youtube.com/user/thehealthcatriage](https://www.youtube.com/user/thehealthcatriage))

Discover the latest in health care and medicine in short five-minute bites. This channel isn't afraid to tackle topics other media sources might skip. Healthcare Triage also includes longer 20- to 30-minute live shows, where host Dr. Aaron Carroll answers viewer questions.



Howcast ([Youtube.com/user/Howcast](https://www.youtube.com/user/Howcast))

If there is something you want to learn how to do, Howcast has you covered. The channel delivers quick yet comprehensive explanations on everything from fitness techniques to building stronger relationships with the people around you.

Kurzgesagt – In a Nutshell ([Youtube.com/user/Kurzgesagt](https://www.youtube.com/user/Kurzgesagt))

This channel covers a wide variety of topics — from bees to space — all using colorful animations. The big difference between this channel and a lot of others is how frequently new content is uploaded. They only post about once a month, but the remarkable accessibility of the material more than makes up for it.

Make: ([Youtube.com/user/makemagazine](https://www.youtube.com/user/makemagazine))

Learn to do it yourself. This channel offers tutorials that range from simple computer programming to complicated woodworking, so whatever you're interested in learning, this is the channel for you.



GREG MCKEOWN'S 'ESSENTIALISM'

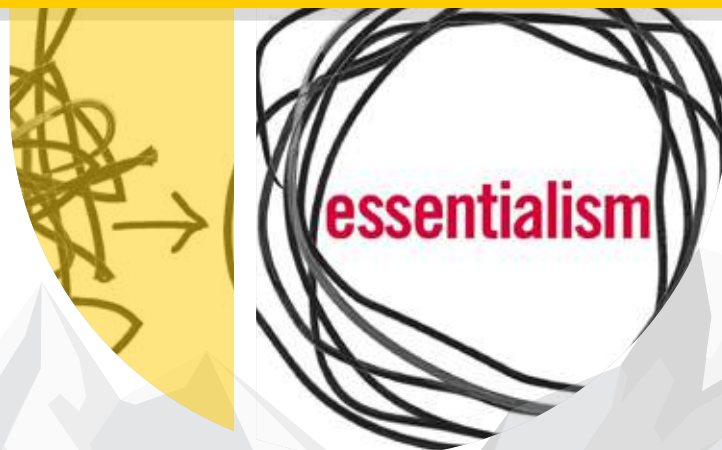
WILL HELP YOU DECLUTTER YOUR WORKLOAD

"If you don't prioritize your life, someone else will," writes Greg McKeown in "Essentialism: The Disciplined Pursuit of Less." When he set out to write the book, McKeown wanted to know what keeps skilled, driven people from achieving as much as possible. What he found was that many people suffer not from being lazy, but from allocating their time ineffectively. The impulse to "do it all" keeps folks from spending their time on the things that actually matter. This book serves as a guide to cutting out the extraneous and focusing on the essential.

"Life is not an all-you-can-eat buffet," McKeown says. "It's amazingly great food. Essentialism is about finding the right food. More and more is valueless. Staying true to my purpose and being selective in what I take on results in a more meaningful, richer, and sweeter quality of life." This metaphor can be applied to your work life as well. There aren't enough hours in the day to accomplish every task. The essentialist works to spend their time diligently by pursuing what actually matters, rather than filling their days with meaningless busy work.

Early in the book, McKeown uses famed Braun designer Dieter Rams as an example of an essentialist. He notes that Rams' design philosophy can be characterized by three simple words: less but better. This, in essence, is what essentialists believe.

Doing your best work where it matters and cutting out the superfluous will allow you to better manage your time and increase your performance.



As McKeown puts it, "It is about making the wisest possible investment of your time and energy in order to operate at your highest point of contribution by doing only what is essential." Instead of having their energy spread out in a million different directions, essentialists channel it into what really matters. McKeown also advocates for defining your purpose in order to accurately assess what's essential and what isn't. The more a task contributes to your purpose, the more essential it is.

Many business owners and leaders struggle to let go of tasks that are best left to other employees. If you've ever found yourself struggling to manage a massive workload while resenting the fact that much of what you do is needless, then it's time to pick up a copy of "Essentialism."

SUDOKU



8		9				3		
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				4				
		6	4				1	3
	5		3					8
1	2			6				
			4					7
		5		3	9	2		
		7	2		6		3	

SOLUTION

8	4	9	1	6	5	3	7	2
5	6	7	3	4	1	8	9	
7	8	1	2	4	6	5	3	9
1	3	9	5	7	2	8	4	6
4	5	6	8	3	9	7	1	2
2	7	3	8	5	4	6	1	9
9	2	5	7	8	3	4	6	1
6	1	5	7	2	8	9	3	4
3	8	7	4	6	1	2	5	9

INSIDE-OUT GRILLED CHEESE



Want to take your grilled cheese game to the next level? This recipe calls for cheese both inside and outside the sandwich, adding a crispy crunch to the grilled cheese experience. It's a quick, delicious weekday dinner option the whole family will love.

INGREDIENTS

- 8 slices of bread (Pullman works best)
- 4 tablespoons unsalted butter, room temperature
- 1/2 cup freshly grated Parmesan cheese (preferably Parmigiano-Reggiano)
- 8 ounces ham, thinly sliced
- 1/2 pound Swiss cheese, sliced
- 2 tablespoons Dijon mustard
- 1/4 cup apricot preserves

DIRECTIONS

1. Butter each slice of bread on the outsides and sprinkle with Parmesan.
2. Layer ham and cheese evenly on top of 4 slices of bread.
3. Spread apricot preserves and mustard across the other 4 slices. Press sandwiches together.
4. In a cast-iron skillet or large sauté pan over medium heat, grill sandwiches until golden, about 3 minutes per side.
5. Cut in half and serve.

Inspired by Food & Wine magazine