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The saying goes, "put your money where your mouth is." Well, Alexa, Karen and Tina did just that! Yes, we design and sell renovation projects all day long, but we wanted to better understand the process from start to finish. Thus, Wayne and Vinny supervised this female dynamic trio as we scraped and prepared the sub-floors while also supplying and installing carpet tile and wall base. We have a new-found appreciation for the math skills (and patience) required to do the job right... oh, and our knees! Our installation crews do a fantastic job and it just goes to show, learning can happen at any stage of your career.



Earth Day 2019

Spring is upon us! Leaves will return to the trees, flowers will bloom, and in preparation, we engage in "spring cleaning." We wash our windows, open our pool houses, and ready our properties after a long, hard winter. With spring finally here, sunlight occupies more hours of the day, and Earth Day re-appears on our calendars. What have you done to better the environment since last spring? It's a good time to think about "reduce, reuse, recycle" and the theme on April 22nd revolves around "protecting our species."

Humans have irrevocably upset the balance of nature resulting in the greatest rate of extinction since the dinosaurs more than 60 million years ago. Climate change, deforestation, habitat loss, trafficking, poaching, unsustainable agriculture, pollution, and pesticides are adding up to a wildlife disaster. We must work together to protect endangered and threatened species: coral reefs, elephants, insects, whales, giraffes, bees and more. Read these **top 10 facts** to learn more.

It is never too late to affect change and the rate of extinction. This process can still be slowed, and many of our declining, threatened, and endangered species can still recover if we work together to build a global movement of consumers, voters, educators, and faith leaders!

If this issue lights a fire in your heart, then do something about it. The desire to make a difference is important, but having a passion for the cause is critical to winning the battle. It has taken thousands of years for us to disturb our environment in such a negative way, and deliberation and discipline are now required to change our course. What will you do about it?



PARsolutions Project Spotlight

Piedmont Properties, 400 Crossing Boulevard, Bridgewater

Fitness Center Renovation: Designed and assembled the team that implemented the paint palette, wall murals, flooring, LED lighting and ceiling tiles.



PARflooring Project Spotlight

Brooklake Country Club, 139 Brooklake Road, Florham Park

Flooring Renovation: Pre-function room, stairs, entrance vestibule & lobby and ballroom.



Karen is Published!

"Lessons Beyond the Obvious: The Entrepreneur's Handbook"

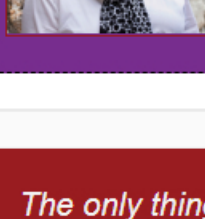
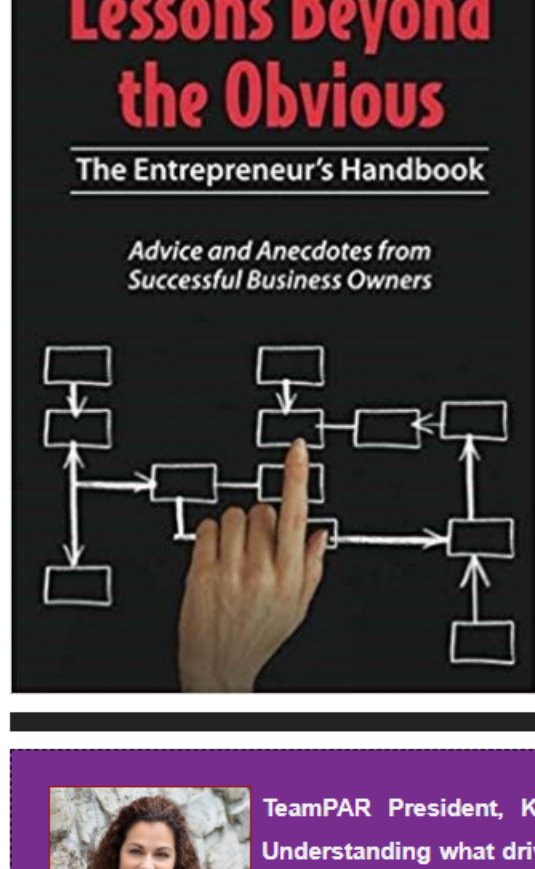
As you navigate the challenging world of entrepreneurship, the stories and lessons shared by these fellow business owners will provide support, insight and innovative solutions to challenges we all face as leaders in our organizations. Read what Karen Rossilli-Kiefer, President of TeamPAR, and several other successful entrepreneurs have experienced on topics ranging from marketing, delegating, and selling on a different path.

CHAPTER: A Woman in a Traditional Male Industry: Choosing to Sell on a Different Path

By Karen Rossilli-Kiefer

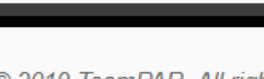
Perception is hard to change. A woman in a STEM-based industry is still not "easy" and salaries are still not equal. Overcoming these challenges requires finesse and emotional intelligence. Demand to be judged on the value of your contribution and not your gender. Furthermore, remember the lecture you received from your mother... "Who will buy the cow if you give the milk away for free?" Dispensing industry knowledge is a chargeable service. Let it differentiate you! If I was able to hit the reset button, these points would be at the top of the list. **Read my chapter to learn more** and you too can choose to sell on a different path.

[Purchase a Copy](#)



TeamPAR President, Karen Rossilli-Kiefer is a IFMA Certified FMP. Understanding what drives you to succeed and how to help you achieve your goals is our priority as your Educated Dealers. Lean on us, we are ready to help.

The only thing we do better than installing floors is building relationships.



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