

Stone creek roofing

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Speaker 1

Did you just come back from Mexico.

Speaker 2

It was good. There was a little bit of a cold snap, but I'm not going to sit here and complain about Mexico. You know what I mean? It was great. Cancun? Yeah, we stayed at one of those all-inclusive resorts, right? Yeah, it's a nice break.

Speaker 1

Representative. about yourself in the past.

Speaker 3

Okay.

Speaker 1

It's just an issue.

Speaker 2

Yeah, absolutely. So I'm an entrepreneur at heart. I built Paintbomb from the ground up, doing everything from getting my name out there, the recognition, building the reputation, managing the crew, sales, follow-up, customer satisfaction, absolutely everything. I'm a 10Xer. I don't know if you're familiar with Grant Cardone, but I take massive action to achieve massive goals. I am, what else, what else?

Speaker 2

I'm a level five leader. Do you know, did you, are you into Audible? Do you do a lot of books? Yeah, yeah, I don't sit down with a book, but I'm all over this God's green earth with my truck listening to, you know, as many books on sales and business and success that I can. I've got, I listen to, I try to listen to about 20 books a year.

Speaker 2

I probably do about 15. Um, so anytime you hear me say something, well, my mentor said, this just means I listened to an audible book and somebody that I respect said this, the author.

Speaker 1

Okay.

Speaker 2

So, um.

Speaker 1

Is that okay with you or do you want me to turn off the recording.

Speaker 2

Oh, yeah, that's, that's totally fine with me. That's totally fine. Yeah, I use a lot of AI myself in recordings. I have a plod, which, um, which not only takes the transactions, I mean the transcriptions, but then it summarizes it to key points and then a bullet format. And then you could start asking it questions and then you can take that. Okay. So tell me about Paintbomb.

Speaker 2

I left the couch and moved the fridge, you know, and then my dad passed away. I got a little bit of money. I took it. I put it into a truck sprayer ladders and hit the ground running. Paintbomb has had a little bit of a decline from 2022, 23 and 24. I attribute this to taking personal responsibility for some shortcomings that I had in the business. rather than blaming it on external factors such as the economy or whatever.

Speaker 2

because, you know, you can still succeed in a bad economy. You have to. Everybody's got to eat, you know. So I had some mismanagement. I was running three crews, nine employees. There was, I had people stealing time from me. I did unlimited overtime in the summer, which people then tried to rack up, which was initially put in place because we had so much work to get to.

Speaker 2

that it didn't matter because if I can make, well, you, I don't need to explain profit and, like, speed to you. So paint bombs experienced a decline, and, like, if I don't sell, I don't eat. And I understand this is a commission-based type of situation to be the same deal, but, you know, I'm used to that. That's what I need. I just need another place for me to take my skills, and, you know, I'm used to that. I'm used to that. kick butt. I like to say the craziest thing I ever did for money was work 40 hours a week to.

Speaker 2

make somebody else rich. So I'm not here to do that. I'm here to also succeed in this position.

Speaker 1

to make myself rich. We did over a quarter million. We did about \$300,000 with a closing.

Speaker 2

rate of about 60 to 50% with a profit margin between 50 and 40% over the years. So 2024, I actually did a little bit. Well, oops, that's counting capital gains. I haven't quite split it out yet. One of my hobbies is trading. I moved like \$250,000 for.

Speaker 2

50 grand worth of capital gains, like sold and purchased, like pay tax on that. That was a real transaction. But we did over \$300,000 this year, but I had more profit in 2022 than I had in 24. I haven't quite done my taxes yet to run all my numbers, but I have CRM software that tracks my sales and different things. But there's a couple deals that weren't part of the CRM or smaller projects, longstanding.

Speaker 2

contracts.

Speaker 1

Where are your jobs coming from.

Speaker 2

Well, isn't that the ultimate question that every contractor wants to know? So you're going to pick my brain here. So I'm just curious.

Speaker 3

I mean, are they coming online? Are they referrals.

Speaker 2

So I can, if you, I don't want to get too into it, but I can share my screen. I track all my metrics from exactly where all of my jobs are coming from by the percentage, by the lead source, by the zip code.

Speaker 1

Generally speaking, where are they coming from.

Speaker 2

Uh, my biggest source, right, organically through Nextdoor.

Speaker 1

Yeah, absolutely.

Speaker 2

So they say in a painting company, you manage your first million on your own. After that, you get your office manager, your sales manager, your project manager, and you grow from there. But you do your first million, and I haven't done a million yet. You know what I mean? So, like, maybe I'll do a million in sales with you, you know? Maybe that's not even a lot in the roofing industry. I'm not really sure. I did not prepare for this interview by going and trying to learn everything about roofing because I want to learn what you trained me. You know what I mean.

Speaker 3

Roofing's not reconciled.

Speaker 2

Yeah.

Speaker 1

What's your average job.

Speaker 2

Our average job is about \$12,000.

Speaker 1

So you're doing how many jobs a year.

Speaker 2

I think we did like 80. I don't know. I can bring it up. Let me pull my metrics real quick. I got great CRM software. Drip jobs.

Speaker 1

Is that a painting specific.

Speaker 2

No. So it originally started out, let's see, jobs pipeline. Wait, let me just change the period. I closed. So in my software right now that I'm looking at, I closed 54 deals for \$186,491.62. That's 2024. So like I had a rough year. There's something. What is that.

Speaker 1

You said 50.

Speaker 2

Yeah. And then let me bring my metrics back up. So average job size. So this would change period. So from the past two weeks, I've done 20,295 with an average job size ratio of 6,765, two appointments booked with a set rate of 40% and jobs won three.

Speaker 2

Okay. Let me give you my top, because my thing is really seasonal. So these metrics for the year doesn't show my best work. So another place where I rock out is the home shows. I did a quarter million dollars in estimates off the March home show.

Speaker 2

It was incredible. It was amazing. Then the other home shows throughout the year are not that impressive. But, you know, I stand up. I'm in front of the table. I grab every person that walks by.

Speaker 1

In those \$250K in estimates, how much did you sell.

Speaker 2

So let's look here. Sales by source. Let me just make this full screen. Longmont Home

Show, 23.97% sales by source. Closing sales by source, 20% from the home show. Because I took a lot of, like I had different gimmicks. I had a putting thing with a short pole and a roller on the end of it. Tracted kids got me estimates. So I had, there were a lot of cold, cold estimates that I just forced upon people.

Speaker 2

That weren't ready to paint. And August 2nd of 2022. 21. 21, sorry. Yes, yes. I had been in the industry for about 15 years. And actually when I was 18, I started my own company. And that was funny. I should have just stuck with it. Because then I left and I went to college. And I did a bunch of college things. And a bunch of dumb stuff. Poo-pooing the trades. Like I shouldn't have done.

Speaker 2

People need to respect the trades. And they don't. August 2nd, 2021. About 15 years. Not consecutively. Some of these years I'm counting as summer.

Speaker 2

Okay. What got you into painting?

Speaker 2

Ford Focus and took it back from the Home Depot. And then I chugged it. I carried it down the street and we did three other houses on our block just because I put a big sign. Now, it was not profitable. I didn't know what I was doing. It was fun. I got to be a boss. I ran things. It was cool. I didn't have the education that I have now as far as business and sales and life experience in general, or I would have stuck with it.

Speaker 2

We were focused on being cheap. Like, people don't buy because of price. People buy because of all kinds of other factors. Price isn't really, like, the end-all deal breaker. There's so many ways to overcome price. What's the word.

Speaker 1

So, tell me, in addition to selling at Run the Cruise, what all did you do in that company.

Speaker 2

So, I'm still doing it. I do all the marketing, the ads. I take the calls. I set the appointments. I go to the estimates. I do bids on site. I close on site. I follow the rule of threes, which is I pick up my phone within three rings. I get to an estimate. within three days, and I get to the job within three weeks. If I can't do that, I need to grow. I need to expand because that's how you keep the flow going. I've done damage control. Like any.

Speaker 2

other business, there's damage control. I mean, there shouldn't. There shouldn't have to be in a perfect world, but I've learned the ultimate saying in business when things go wrong. It goes.

Speaker 1

like this. How can I make this right? The bottom line is, in the contracting world, it doesn't matter how much stuff will go wrong. You have to make sure you have good processes and skill set, but we're not doing stuff in a bubble, and that makes it difficult. Suppliers, crew people, there's just a lot of moving parts. Absolutely.

Speaker 2

Well, it was sales. It's, you know, pay based on my performance pretty much. I don't know the exact details of the contract, but it looked like, you know, there was a lot of potential for me to take my skills and get paid when I'm worth for them. You know, when I bring in the money, get compensated for it. So it's in the construction industry. I know construction. I know sales. I know business.

Speaker 2

And I just really think I would thrive at it. And I'm not about to do something stupid that I wouldn't be good at or that I'd hate. You know, I haven't worked for somebody else in like four years. Like as far as like, yeah, I've worked for other contractors as a subcontractor and bigger companies. But as far as like not relying on my own skill set to make an amazing living, it's. It's been four years. So now I'm at a position where I'm under contract to buy a house, a brand-new house in Longmont.

Speaker 2

It's not brand-new to me, you know what I mean? But there's a lot of pressure, and I'm like, oh, my God, I need another opportunity to throw my skill set at to bring in more money.

Speaker 1

So you're looking for another position, correct.

Speaker 2

Yeah, I'm a moonlighter. But let me tell you a little bit about me just real quickly before you get all like, oh, no, she's not going to be all in this. Because I'm one of those super high-energy people, and I require less sleep. I just run naturally off five hours. So I've got an extra three hours in my day. It's usually at night, and that's when I do a lot of my paperwork, my marketing, putting ads together, organizing the books, accounting, stuff like that. And then, you know, there's a lot of, like, the creativity process.

Speaker 2

and sales process development and stuff like that that I'm able to do at night that doesn't interfere. And then ultimately, I've set up systems and processes where Paintbomb runs itself. I make the sales. I do, you know, my foreman does most of the project management. And there's like trust. I pay their lunch break. So they kind of respect me a little bit. And then I get the check in the garbage in my truck, you know. And so there's a lot of time. I do a lot of volunteer.

Speaker 2

work with my free time. I'm part of the Longmont Emergency Unit. We go to all the accidents and crashes and hold up like the sheets and blankets so families don't see dead bodies. It's a lot of.

Speaker 1

carnage. It's the first responders. I have a few questions for you. When you answer this, I kind of need specific things you actually did. So tell me about a time, something.

Speaker 2

Okay. So I'm thinking of one example comes to my head first. It didn't have a good ending, ultimately, but let me just give it to you because you know what I mean? I'm a very transparent person. You ask me a question, I'm going to answer it. So we were working on a multi-million property doing the posts and railings around a deck. And the decking floor was mahogany imported.

Speaker 2

from Belize. And it had been improperly top-coated. And we used FloorSmart 90 tape and we put it in an inconspicuous area. We left it there for a day, peeled it up, nothing happened. We then masked off the entire perimeter of a gigantic deck. I'm talking as big as you can imagine. And when we went to lift it instantly, my girl, Carrie, she laid it down. She didn't get a straight enough line. She pulled it back up. We lifted the top coat off this deck.

Speaker 2

So now this is a massive issue because we just striped an entire deck. So the first thing I did was focus on the solution. You know, when the snake bites the person, you go get the anti-venom. You don't yell at the snake and say, why did you bite me? How did you bite me? Let me see. So I went and I brought in Caitlin from Sherwin-Williams, Matt from Bayer. I contacted Trimaco, the makers of the tape company, because they had a guarantee on their tape.

Speaker 2

And the three of us. And we all met there the next day. So first I took the phone call and I said, you know, I calmed the homeowner down. I said, we're going to make this right. Don't you worry. We'll take care of it. Otherwise, we are a fully insured company. You know, if we can't fix this. But first of all, we're going to come for a solution, figure out what the problem is. All right. So then we all get there and I put all the experts on it and we're testing it with alcohol. We're trying to see if it was, you know, in latex coating.

Speaker 2

So long story short, every single person on my crew, all the experts that I brought in to problem solve, admitted that it was improperly top coated and that there was no negligence. But we were coming up with a plan to fix it. So ultimately, it didn't go really well. And it was at the end an insurance claim.

Speaker 2

And I feel like next insurance. Really did me wrong because they were scared of this multimillion dollar homeowner suing them versus little fish. And they took the negligence on me.

Speaker 3

So what was the solution in the end.

Speaker 2

The solution is that I cooperated with the insurance company, and the insurance company paid out for our mistake. But one thing. And for what? Oh, they wanted to resurface the entire thing, and they got paid out like \$48,000. This is why it was on the top of my head, and I really couldn't think of any other answer to it. If you ask me this question later, I've got great examples of times things went wrong, that we were able to fix it. But I'm under pressure right now, and that was the biggest thing ever.

Speaker 2

And what I wanted to point is that we focused on the solution. I brought everybody in to figure out the answer.

Speaker 1

Okay. Interesting. So you're wanting to go, you're comfortable selling commission only.

Speaker 3

Mm-hmm.

Speaker 1

If you're foreman.

Speaker 2

Yeah, like I'm on site at least once a day, twice a day. I'll circle back. I'll often be the gopher. Go for this, go get me that, go get me that. So I'm, you know, present. I'm doing some quality control. But mostly, they do the walkthrough with the client. And by the time I'm going there, client's 100% happy camper. We're getting the Google review, I'm getting my check paid in full. So I like to work.

Speaker 2

So backwards here and think about how much money, exactly what you asked me, how much money do I need to make annually and then therefore what kind of percent do I need and how much do I need to close? So I'm looking to make like \$4,000 a week, like your max.

Speaker 1

You want to make \$200,000 a year.

Speaker 2

Yes. How much do I need to sell? And is there like a tier level? You know what I mean? If

like the first tier, you only get this percent, but then when you're really kicking butt, you get this percent. And then when you're doing amazing, you get this percent. That's what I want. I want those, that level because I'm a top level performer.

Speaker 1

Yeah, what I'll tell you is that is possible in roofing sales. You'd have to probably sell around \$2 million, which would probably be about 100 projects. I want, you know, projects a week. It's doable. I've had guys do it. In order to sell those 100 jobs a year, what would you do to make sure you can accomplish that goal.

Speaker 2

So first of all, I take that goal and I 10x that goal and pretend like I've got a target 10 times higher than that and take massive action. So I'm talking people buy from people that they know, like and trust. So you have to get your name out there. Nobody buys from you if nobody knows you. You've got to create some brand awareness. So you've been in business for 15 years. I expect that you have done a bunch of that. So that's not really where I'm at. But keeping up with my education, my books, my sales tactics, my closing skills. Yeah, and I'll be honest.

Speaker 1

I'll tell you the guys and girls that accomplish that, most of them are going.

Speaker 2

Yeah, yeah. So I've done it for Paintbomb. I've walked with my crew. We went to just test the waters a little bit. But when I had thought about doing it as on a bigger scale, we were going to cut turf, you know, take sections, track things. So we've got door knockers and we went and then there was a lot of no solicitation signs. I left a door knocker anyways. I didn't knock the doors. And then when I was hiring people to do that, since they weren't a salesperson, they couldn't close the job or doing that. I said, don't even knock the door. Walk fast and hang up every one of my door knockers.

Speaker 2

And they would just hit, like, I don't know. We didn't do it all day, so I don't have, like, a house per hour tracking. We didn't do it a lot because we were just really busy. It was more so, like, you know, if I just needed to keep my W-2 people off unemployment or something, or we really needed work, we really didn't. But I've heard, the other thing is, like, networking with insurance agents and realtors.

Speaker 2

and establishing those firm relationships with those people, joining professional networking groups, BNI. I'm in this women boulder business networking group. That's cool because I've got a lot of jobs for it, and they don't even charge anything to be a part of it. Checking out, I've got my sales by zip code right here open in front of me. 8.0304, which is Boulder, is 39.67% of my sales.

Speaker 2

8.0302, which is also Boulder, is 23.97%. 8.0303 is 19.1%. Wait, this is just last month. Oops. Yeah. Boulder and Longmont is your short answer there. Sorry, I didn't mean to overwhelm you.

Speaker 3

So, yeah, you're here in this area.

Speaker 2

And then I also have another product that I sell nationally. And so I've got a sale from 98607, zip code. I just do, like, it's this wall paneling product.

Speaker 1

And do you have any experience dealing with roofs.

Speaker 2

So my only experience dealing with roofs is walking on them when we had to do things, knowing the different pitches. when we can walk on a roof and when we're going to need a boom lift. We do a lot of gutter cleanouts in the winter, our slow season. I just give them all the money from it because I've squirreled away my money usually in the summer. And we've got, so depending on the pitch or the stories, we'll harness to the roof with a little, you know, little thing on the top.

Speaker 2

And we use a tough, it's a Sasho caulking product that we fill the holes with after we drill into the roof and like tough roof or something.

Speaker 3

And you're comfortable getting on a roof.

Speaker 2

Yeah. The only thing is like, and like I've got an F-150 and every size ladder on it. Sorry, my bunny's jumping around here. It's a little distracting. I've got an F-150 and every size ladder on it. It's just I don't, I don't have the physical strength to get off more than like a 16 foot. But. By myself. But, like, I don't want to be paid less because I'm not a man with big muscles that can schlep around a ladder.

Speaker 1

The beauty of commission-only jobs is it doesn't matter if you're eight foot tall or two foot tall. You make what you make on the jobs.

Speaker 2

Exactly.

Speaker 1

So what questions – I pretty much asked, I think, the questions I want. What questions do you have of me.

Speaker 2

So as a 1099 contractor, some of my direct expenses, would they be on me? Like, let's say I wanted to do a trade show. It's \$1,000 for a 10x10 or 12x12 booth. Would you pay that \$1,000.

Speaker 1

It depends. We do a number of trade shows a year. We don't do a ton. We kind of pick and choose. So we've done, you know, the Boulder one here at Longmont. We've done Denver.

Speaker 2

Because I'd like to do them all. If you're willing.

Speaker 1

If you're going to pay with this one and we're not interested, you could do it. You'd have to pay it, but then you'd have to work.

Speaker 2

Okay, so I'd have to foot the bill initially for the...

Speaker 1

Yeah, so like...

Speaker 2

Okay, and then the commission, that's by... Is it by leads or closings? Like if I go to the home show and I book you, you know, 25 estimates in two days, did I make anything? Or I go and I close the sales?

Speaker 2

Yeah. Okay. That's what I was figuring. That's standard. I was just trying to think of questions. Okay. And then what is your average size roofing job cost for like a 2,500 square foot home, two story.

Speaker 1

When you're assigning decent, you know, normal size homes, our guys are averaged, depending on how good they are, 15 to 20 grand. So what do you pay about like 20% commission?

Speaker 1

What we do is, depends on what they do, new reps that are just selling, they get self-generated jobs. When they sign a contract and turn it in, their commission is going to be 10% on that project. If they are a company lead that we give them, they get 8% total revenue. So you sign a contract for \$20,000, it's your self-generated, you're going to make \$2,000. We take it over, we roof it, run it, negotiate with insurance to collect the payment.

Speaker 1

So that's how it works for our new reps. They get 10% or 8% depending on the content and where it comes from.

Speaker 2

All right, and then what about warmer or colder leads? Let's say a top performance salesman gets first whack at some company lead. Does it go in a pipeline somewhere else where I can then pick it up, and I can take it over, and I can close it.

Speaker 1

Not typically. We're keeping that in-house with the sales manager. It's possible if you would come on, you could work some old cold leads. Typically, what happens with ours is they are working until that homeowner is signed a deal with somebody. Because we do a lot of hail insurance because of the hail restoration work. So, typically, they're signing a deal with somebody. You find some old, you could, I mean, there's potential to have them in there, but typically that goes to that rep, and they're keeping it.

Speaker 1

That may change this year. We're changing a little bit of our process, but typically that lead is staying with that rep. We're bringing that in-house.

Speaker 2

Okay. So, there's a trade show coming up. I don't know if we're signed up for that one or not. I'd like you to pay for me to go to it. Just this one.

Speaker 2

The only reason why I ask is because...

Speaker 1

For a commission-only sales position, I'm not going to make a commitment to pay \$1,000 for you to go and do that before I've even hired you to sell for me.

Speaker 2

Well, that's fine. That's fine. That's understandable because it is a little close, and I haven't proven that I've got the ROI where you would do that. I'm just saying because that would be where a lot of money would come from with a huge ROI. I just am in the process of all my money being tied up with this house. I don't have it. Otherwise, PayPond would be at it. But, like, there's so much money there. I just wanted to ask.

Speaker 1

I wouldn't do wrap and invest anything until I saw... I saw them on their own and pay for a brand new one.

Speaker 3

Okay.

Speaker 1

That's on get deals and close deals before I'm going to.

Speaker 2

Absolutely. I understand. That makes sense. Yeah, I wouldn't send somebody brand new on a trade show. Right, yeah, that's what I was saying. I wouldn't put somebody that I don't even know. But, okay.

Speaker 2

Do you guys cut any sort of turf or, like, a sign, like, don't go in this hood, this is so-and-so's neighborhood, or it's the wild, wild west.

Speaker 1

Yeah, the hell time period for you to file the claim, it's nice.

Speaker 2

There's, like, time, right? Because I know we've done...

Speaker 1

I mean, that's just natural, but what you typically find is not as many people are out knocking doors in the winter. Most of the reps from last year are busy collecting money or following up on things from last year, and so if you're people that go on door knock this time of year, you can find success.

Speaker 2

Right. And then do you guys have any specific CRM that tracks, like, leads and closing ratios and your metrics, like something like drip jobs, or should I make another booking form in mind.

Speaker 1

Yeah, call it CRM.

Speaker 2

Okay. So I should, like, I'd have a little port on that, because does it do automatic follow-ups? Because otherwise I'd like to use my own software.

Speaker 1

It could be better for the marketing aspect.

Speaker 2

Because if I'm just keeping my own leads and not jumping on anybody else's pipeline, it'd be real cool for me to just have a booking form with drip jobs and QR code that I could just, boom, scan it, book it online. You don't even have to call. And then I can track the zip codes and sales by leads, my metrics. So when I say I want a higher percent, I say, well, look, I just closed this much in this date. And then also it does automated follow-up. So I have an AI secretary.

Speaker 2

His name is Chase. He chases my clients until I get the job done. Yeah. And I'm real transparent that it's AI. And I tell people, you know, my AI secretary is going to say hello. Feel free to ignore him. You're not going to hurt his feelings.

Speaker 3

Yeah, people are used to that.

Speaker 2

Yeah, so it's just pretty standard. But what I've done is I've built into my sales process a discount that comes along. After like 60, 30. days, you know, because you could just build that in there by accounting for it. I drop lines like, you know, I always offer my best price up front, but you know that's never true.

Speaker 1

All right. Any other questions.

Speaker 2

Yeah. How many salespeople do you currently have.

Speaker 1

About seven.

Speaker 2

Seven? That's cool. How long? What's the average length or the range that they've been with you.

Speaker 1

About half of those have been with us for six or more years.

Speaker 2

That's great.

Speaker 1

And some of them are brand new. We'll probably bring on two or three new ones in the next month or so.

Speaker 2

So then do you provide any marketing materials or swag, like a polo shirt.

Speaker 1

Yeah, yeah, we have polo shirts, we have hoodies, stuff like that.

Speaker 2

Great, and then some door knockers, or am I printed.

Speaker 1

Does that go door knock leads for you.

Speaker 2

Or should I make my own door knockers with my own QR code and set them up.

Speaker 1

Are you talking about, like, door hangers.

Speaker 2

Yeah, yeah.

Speaker 1

I think we have door hangers, yeah.

Speaker 2

They're super cheap, and, like, I love designing different things on camera, making a good catchy ad.

Speaker 1

And I will tell you, we don't do a lot of the door hangers. Our experience in the past has been those don't generate a lot of business.

Speaker 2

That's been my experience, too.

Speaker 1

Yeah, it's, you know, we can hang them by the thousands and get, you know, one job or something like that, but typically what it is is this is grunt marketing, you know.

Speaker 2

I love marketing.

Speaker 1

For the people that are really... successful in this business, they hit doors, you know, they hit doors that some of them will generate other lead sources, but the really successful reps, the ones that are going to make the amount of money you're talking about, they hit doors. Yeah, there it is.

Speaker 2

And then I should have like made a list of my questions. I have so many questions. I'm sorry. And then so as a 1099 contractor, I'm trying to ask this question in a non offensive way. What I'm trying to say is like, you know, there's like, if you're a W2 employee, you have the employer says you have to do this, but when you're 1099, what are the things the.

Speaker 1

I mean, really, for the most part, it's spelling out, that's 1099, what their duties are to get paid and what their responsibility is. That's really, for the most part, permanent.

Speaker 2

Okay, cool.

Speaker 1

We do say if you want leads, you have to achieve certain, you know, we're just not going to give them to low performers.

Speaker 2

Absolutely.

Speaker 1

Sales reps run a business within a business. Right.

Speaker 2

Yeah, that's what I would do.

Speaker 1

We know what needs to have to be done and how they get paid. But we don't track their hours. We don't tell them when to go see a customer. All we say is if you want leads from us, then this is how you do it. If you want to get paid, this is what we require from you.

Speaker 2

Right. Awesome. So what are you thinking? Are you ready to bring me on board.

Speaker 1

I never make a decision off the first interview.

Speaker 2

Okay.

Speaker 1

The way I do this, my sales manager usually makes the final decision. I do initial interviews because he's always busy. And then I sit down with him and I talk to him about what we have interviewed. And then he makes follow-ups. So I'll sit down and talk with him. He may go through the notes. And then if he decides to bring you in for face-to-face, then he can contact you and schedule you for a time to come and meet with me. face-to-face. Awesome.

Speaker 2

Alright, well, I look forward to a favorable outcome to the end of you talking with him and your decision about me and what you think I'm capable of, and I'd love to, you know, make myself rich through you. Alright, thanks. Alright, thank you, bye.