

Brett & Brian Share How Brett Stepped Out of a 300 Deals a Y...

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SPEAKERS

Brett Snodgrass, Steve Trang, Brian Snider

S Steve Trang 00:24
Hey everybody. Welcome for... thank you for joining us for today's episode of Real Estate Disruptors. Today we've got Brett Snodgrass and Brian Snider with Simple Wholesaling and they flew in from Indianapolis to talk about how Brett was able to transition away out of the organization while the team still does 300 deals per year. If this is your first time tuning in, I am Steve Trang, founder of the Offer Fast Homes app, the only MLS for off-market wholesale properties, and I'm on a mission to create 100 millionaires. We do have our workshop coming... coming up next week. If you guys want to see if you qualify. Please go to disruptors.com/workshop. And if you get value out of the show today, please tag a friend below, comment, share this episode, whatever you can do to help, that way we can all grow together. And this is a live show, so please ask your questions for Brett and Brian to answer. You ready? [Let's do it.] Alright, so first question is -- I'll start with Brett -- is what got you into real estate?

B Brett Snodgrass 01:19
Yeah. Well, thanks for having us on the show, Steve. [Absolutely] I appreciate being here. First time to Phoenix. [Really?] So yeah, yeah, I love it out here. It's warm, like 90 today. So it's awesome. But I pretty much just start back in my journey. I grew up in Indiana. My dad was a teacher. He was a high school basketball coach. My mom was a early childhood

teacher as well. So we didn't come from money, no entrepreneurs in the family. But I always kind of had that knack. I guess I always like to count money, I had my piggy bank count, I count my little pennies and quarters. And and I would remember even in middle school, I would sell candy at school. So I'd always had this entrepreneurial thing going on. And just to kind of lead me up. I went to college, I played basketball college, which I know you're a baller, we were talking about that. [Not in college level.] But that was kind of my life. I graduated college with an elementary education degree because my parents were teachers. And I didn't know what else to do so, but I always kind of had this, this entrepreneurial mind. So I started reading some books, Rich Dad, Poor Dad, the Millionaire Next Door, just some of these books started to come to life and realize that a lot of millionaires became wealthy through real estate. So I was online one night, and I found this house for sale, in Ohio, Youngstown, Ohio for \$9,000. And this is 2007. And I was like, Man, you can't buy a house for \$9,000. That's crazy. But we did. And my dad he had about \$5,000, I had about \$5,000. And we end up buying a house and we sold it for \$15,000 made 16, or made \$6,000. And that was the first deal. And after that I just said, You know what? I can do this with one deal, could I do it with 1,000 deals? And then 13 years later, I think we've done 3,000 plus deals. So pretty awesome ride. And I met Brian, three years ago, well, we were a family friends, not family where... our wives were friends. And we used to just kind of hang out a little bit. And he was a teacher too. So I really like teachers. And he kind of joined the team three years ago. And then this year, he now runs the company, runs the show, and and I've stepped out more. And it's been an amazing journey. Steve, I appreciate you just asking. It's awesome.



Steve Trang 03:26

So before we get any further, so you did your first deal in Ohio. Not back home.



Brian Snider 03:34

You bought it on eBay, right?



Brett Snodgrass 03:35

Yeah. I bought on eBay. That's when eBay was cool.



Steve Trang 03:38

So you bought a house on eBay as your first deal? [Yeah.] Interesting. And then did you continue to do eBay, continue doing Youngstown, or when did you transition to home?

B

Brett Snodgrass 03:49

Yeah, well, I just honestly, I was looking through eBay. And I didn't even know eBay sold houses, real estate. I thought eBay sold, you know, took kids toys? I don't know. And but they did. They sold real estate. And I found these cheap houses. And I would really just find the cheapest houses and a lot of more in Youngstown, Ohio or Ohio locations. And I did that for a while and I would buy in those locations. But then I realized, you know, what could I do this close to home. And I started figuring out Indianapolis was an amazing market and I could do it close to home. And that's when we kind of pulled out of Ohio and started doing Indianapolis in our backyard. And then now we strictly do Indianapolis, Indiana.

S

Steve Trang 04:28

Gotcha. Gotcha. All right. How about you? How did you get into real estate?

B

Brian Snider 04:31

Yeah, I got into real estate basically through Brett. I was graduated to become a teacher. I was a teacher for 14 years. And really I was supposed to become a principal. And [Really?] once I started doing stuff to become a principal, I [Principal Snider] realized... Yeah, I realized I did not want to be a principal like it's not... [He's gonna have a big paddle.] Yeah. I realized like hey, if you... I become a principal like it's basically any decision you make like half the people are gonna like it, half the people are not, and that is not my personality at all. I did not realize that part of it and realized I didn't want to become a principal and wanted to do something else. And really I... he and I like we knew each other. The funny thing is like our group of friends, there's about... there's about eight to 10 of us that are pretty close friends, five couples, we always hung out. And the kind of funny joke was like, nobody knew what Brett did. It's like, oh, he does, he does something in real estate, he flips houses or you know, he's on... he's one of those HGTV people or something like that. And we never really knew what it was. And so Brett and I went out for breakfast one morning, and I kind of told him, like, Hey, I'm gonna teach for one more year and you know, then that I'm done. I gotta find something else to do, basically, within this year. And he said, Well, I just, we just let go of somebody that's doing our marketing and you know, we might be coming out with an education course, would you be interested in doing that? So I was like, yeah, let's let's, let's do it. And it was really just kind of on a whim and took a job like, like, the next day, we were like, okay, we kind of had a conversation like, are we serious about this and ended up taking a job with him. And really, from there, I didn't know what wholesaling was at the time or anything like that. But

B Brett Snodgrass 05:54
Is that a good way to hire someone, Steve? You're in sales, is that way, hey, just have breakfast, hire your friend who it has no idea what you do.

S Steve Trang 06:02
Um, generally, no. But and even hiring friends, I think in general, is also probably not a very good idea. [Yeah.] But if you really know each other really well, and you know that he'll fit. We also have him take the profile, right? Have him take the PI, but

B Brett Snodgrass 06:20
I don't think he took a PI, did ya? [No.].

B Brian Snider 06:22
And we weren't like... really kind of knew each other, but not really, really that close anything. [Yeah.] It's worked out.

B Brett Snodgrass 06:28
Yeah, it's worked out this time. And... but there's other times it hasn't worked. So

S Steve Trang 06:32
Right. [Yeah.] Absolutely. So what, what was it that you saw in Brian, where it's like, okay, he'll be a good fit for this role?

B Brett Snodgrass 06:41
I just, I think that he was a hard worker. He seemed like he worked really, really hard. I knew he was in teaching, and I was a teacher. So I kind of knew that, but he was also, kind of lead different associations he would talk about with his organizations, and he kind of did the teaching, I don't even know what you call them, but some of the teaching organizations,

B Brian Snider 07:00
Yeah, I mean, I've always been a leader in whatever I've done. Like, you know, fraternity

president and, you know, captain in any sport and knows, like, I was a coach, when I was teaching and stuff like that, and, you know, even coached to coach other teachers and things. So, I always gravitated towards leadership. And we've talked a lot about that stuff, and just what it means and kind of, you know, in entrepreneurship, of what that means to be a leader. And so yeah,

S

Steve Trang 07:21

So you're naturally a leader? Did you take anything to become a leader? Like, did you take any courses, where there any books that jumped out, or are you just naturally driven to be a leader?

B

Brian Snider 07:31

Um, so a little bit of both, you know, I think I just naturally been, you know, drawn to that. And I've kind of always gravitated towards that, and never been one to kind of be quiet in a room but not in a negative way. I kind of I think, but also just like, as I've, you know, worked through my masters and stuff. I took a lot of, you know, leadership classes to become a principal and kind of coaching stuff as well to, you know, become a better coach and all that thing. So,

S

Steve Trang 07:51

So you have a master's in education?

B

Brian Snider 07:54

I... technically no. I've done everything I need to, I just actually never went to do it. Because I ended up like, not realizing I wanted to become a principal. So, [Got it.] I kind of did everything in to it... to get a Masters, but never actually finished it.

S

Steve Trang 08:06

Could you could you stayed a teacher if you didn't want to be principal? Or you just knew that you didn't...

B

Brian Snider 08:09

Yeah, I was ready for me to do something else. I had to kind of, I did it long enough that I was ready for something else.

S Steve Trang 08:14
Got it.

B Brett Snodgrass 08:15
Yeah. And uh, to be quite honest, I didn't know. I was just I had a job to fill. And he filled it.

B Brian Snider 08:22
That was your hiring method back then. You have you need a job? I have somebody that, Yeah.

B Brett Snodgrass 08:26
And I didn't know if he was a good leader. I mean, he really started off, we were going to be putting out an education course. And I knew he was an educator. So I was like, Oh, this is a good fit. And, and we kind of pulled the reins on that after just a few months. But now he, he showed leadership once he came into the business and kept showing leadership again and again. And that's when he became, you know, moving up the ranks.

S Steve Trang 08:46
Gotcha. And, you know, something I've said before, not often is that I actually wanted to be a teacher.

B Brian Snider 08:51
I didn't know that...

S Steve Trang 08:53
But I saw how much teachers made.

B Brian Snider 08:56
Well, that's how that's how he really got me. I said, Well, if you can match my teacher salary, yes, I nicely, nothing. So he like, Oh, I can do that.

B

Brett Snodgrass 09:02

And I was like in the real estate. And he was like, well, I make this and I was like, Okay.

B

Brian Snider 09:08

I think he's still trying to lowball me. [I did] [Laughs]

S

Steve Trang 09:11

So this is about three years ago. You've been doing it for 13 years. So you had this right up until you connect it with Brian. [Yeah.] So let's talk about what that ride was like, you know, you were buying eBay and then eventually moved closer to home. What kind of what was that journey? Let's talk about that.

B

Brett Snodgrass 09:27

Yeah, yeah, no, definitely. So the journey was I bought that first house in 2007. 2008 was amazing. I went from literally a substitute school teacher making \$10,000 to \$15,000 a year, and I think we did 150 deals in 2008. So everybody else is running for the hills. "Real estate is terrible." And I don't know any better because I'm just young. I'm like, "Oh my god, this is crazy. I'm buying all these cheap houses." And it was great. But I didn't ever know how to run a business with it. I didn't know how to hire anybody. Obviously. I didn't fire anybody. I didn't know any systems. It was just basically me. And my dad, he retired early from teaching at to join me. And we were kind of partners for about six years, right? So fast forward. This was in 2014, I was doing some other things -- I was fixing and flipping, and I was doing some owner financing deals, I had a couple of rentals. And I was really, really stressed out. Honestly, I just gotten married, two years into my marriage, I had a new son. And I was getting sued by a contractor. And I had some of these flips that were just going really the wrong way. And I was losing money. And I realized, man, I can't do this anymore. I just want to go back to wholesaling. And I just want to chase deals, and it's simple, and I want a simple business. And that's when I said, I'm just gonna do this, this business I'm gonna call Simple Wholesaling. And that's where it started, honestly. And my first hire was a friend of mine, and I sat down with him at Cracker Barrel. And I said, Hey, you know what, I heard about these people writing these letters and sending them in the mail and getting deals, would... do you want to do that? And he said, Sure. So he needed a job. So that's my first hire, he wrote these letters, handwritten on these notebook piece of paper, and, and it kind of went from there. And then honestly, it scaled to other people started saying, "What are you doin?", and I started hiring my acquisitions manager, a dispositions manager, and really kind of did everything the wrong way. I didn't, I didn't know any systems and processes and... but our culture, I think, was really, really good. And

I was a very honest person, I want to do things the right way. People trusted me. And I think that's really where we started to grow, even though we weren't doing things totally businesslike. But we were... our culture was like, man, I can trust you guys. And that's where I started to grow. And then Brian stepped in. And that's when kind of processes started.

S Steve Trang 11:44

What would you attribute to developing that culture? I mean, because, you know, culture is something that we throw around every once in a while, but like, how did you engender that culture? What contributed to it? Were you able to attract people that liked your culture?

B Brett Snodgrass 11:58

Yeah. Well, number one, I'm a man of faith. So that's, that's kind of like big for me. So I always want to do the right thing and treat people the right way. And then a little bit after I hired a couple of people, another friend introduced me to a business coach, and he ran this, read this book called *Scaling Up*. And he took me through that, right. And that's when I really learned how to run a business and my core values and said, You got to have core values. And I was like, what her core values? I don't know, like, I'm an honest person. But he took me through the process. And we started making goals and rocks, and, and that really changed the game, right? And that's when I started to learn how to hire people. And he told me, and he said, you can't just walk around a building by go, "Oh you look cool. Let's Let's go." And, and that's when it just all helped me.

S Steve Trang 12:44

You can, you just can't grow. [Yeah.] Yeah. So *Scaling Up*, that, that's an incredible, incredible book. So you got the culture, you got the core values, and then at some point, you partnered up with Brian. So we were kind of talking about what it was that, you know, created this bond where you guys, you know, partnered up. Can we talk about that?

B Brian Snider 13:06

Yeah, it really came back to you know, I think when I moved, I was living in Columbus, Ohio, and moved out to Indianapolis like six years ago. Brett and Karen were like one of the first couples that I met and started hanging out with. We both were former basketball players and kind of bonded over that. We'd go out every now and then for you know, a beer and watch a game and hang out. So we kind of, you know, kind of bonded over that. And then we decided to play this three-on-three basketball tournament. Brett... Brett's

idea, let's do it, we hadn't played in a while and stuff like, we'll be okay. [Yeah.] And [We weren't.] it's like, yes, five points into the game. Like he tore his Achilles. And so it was just, we lost the game number one, I was like, but, but I was teaching the time it was summertime. So really, I think I took you to maybe like two or three doctor's appointments, and we really didn't know each other that well, but we kind of bonded over that and kind of got to know each other. And so, so then it became regular for us to meet, you know, once every couple months to go out for breakfast, or, you know, still go out for a beer, something like that. And yes, and the opportunity kind of came around and it worked out pretty well.

B

Brett Snodgrass 14:01

Yeah, definitely.

S

Steve Trang 14:02

So it's funny you say like, in the very beginning, I think when I blew my Achilles, it was like the first like, two minutes of the game. [Yeah. Yeah.] So one thing I want to touch on real quick as a tangent, because you're talking about basketball, talking about leadership, you talk about basketball. Something that I haven't talked a lot about is that a lot of the leadership skills that we learned came from playing basketball, right? Being on a team. corralling a team, you know, getting that guy a lot of his like verbal abuse. But it's like run back on D, box out, what are you doing? Why aren't you going your guy? And it's just a lot of like, a lot of commanding.

B

Brian Snider 14:38

Yeah, I mean as a, as a point guard. I was a point guard my entire life. I mean, I'm five six right now so, I don't think I've grown since sixth grade but I've been important point guard my entire life like, I had to I had to run the offense. I had to run the defense and I mean, I remember my high school basketball coach, senior year, like at our end of the year, like banquet and stuff like that. And he's like, I think Brian knows me better than my wife does. Because he didn't have to say what play like I knew it. [Yeah.] That was part of being a leader to me, so...

B

Brett Snodgrass 15:02

[Yeah.] And I grew up in a coach's house, so my dad was a high school basketball coach in Indiana. So it's a lot different probably than out here. High school basketball coach in Indiana is pretty legit.

S Steve Trang 15:11
I mean, they made a whole movie about it. [Yeah.]

B Brett Snodgrass 15:12
You were Jimmy Chitwood. [Yeah.] My dad was Norman Dale. And so I still use my dad's principles today. So still even he would say things like, hey, Brett, you're either going to get better or worse today, at basketball, what are you going to do? And I'd say, I want to get better. [Yeah.] And so I use those things, things in business or in life.

B Brian Snider 15:12
We were that movie. Hoosiers.

S Steve Trang 15:33
You're constantly sharpening the saw.

B Brett Snodgrass 15:35
Yeah, yeah. And he would say things like, practice doesn't make perfect practice makes permanent. So I would, you know, just like shooting a free throw, the more you practice, the more it just becomes repetition. And just like deals, like when I did my first real estate deal, I was scared to death, right? I mean, you probably remember your first deal, and I couldn't believe we were gonna make \$6,000. And it was just so scary. But now, I don't even think about it. I haven't looked at the last 1,000 houses. And I'm like, Well, whatever, you know, it's just just a deal. So anyways, you just kind of use, the more you practice, the more permanent, it just kind of comes in your mind. So, I totally agree, basketball skills, and just the lessons. [Yeah.] It's been cool.

S Steve Trang 16:11
So let's talk about so you guys joined forces. And Brian, this year, took over operations. So let's talk about that. How do you go from working in the business to eventually just sitting in the owners box. And not that you're not doing anything, but you're not as heavily involved, which I think is kind of like what everyone's dream is, and what everyone thinks they're going to get when they get in the wholeselling. And it doesn't, it takes many, many years of failing to get there. So let's talk about what that transition was like, and handing off the reins.

B

Brett Snodgrass 16:41

Yeah. Well, I actually did talk a couple of weeks ago, just about this topic, because I think you're exactly right. I mean, people start businesses -- a wholesaling business -- for, for freedom, right? They want to make their own hours, their own time. But then most of the time later, people complain because they have no freedom. Right? [Right.] That's... it, that happens. So and that was just a thing. I always, you know, you go through seasons of life. And in the last couple of years, one of my goals was to get out of the day to day operations of the business. And this year hits 2020. And I remember, we're sitting down with our business coach, and this was kind of highlight key number one. So Brian, he's coming up with the vision of this year, what this is gonna look like, and he's describing his ideas, and I'm kind of sitting over here, you know, and our coach looks at us, and he says, Brett, do you even want to be the visionary of this company? And like, I thought about that, and I honestly didn't even know that that was an option. Yeah. Because that was like the visionary or the CEO. That's like, the pinnacle. Right? That's like, that's, that's the top, you don't get anywhere else. So I was like, "Is that even? Can I even do that? Is that something I can do?" And he said, Well, yeah, it's your business. If you just want to sit in the owners box, you can do that if you want. And then that's where it kind of entered my mind. So fast forward, March, COVID hits, shut down orders are here. And I remember having that thought that this could really hurt our business. It could even take us out, we could totally just crumble and fail. And I had a relief come over me. Thinking I would be okay with that, possibly, if we diminished down to just a few people and that was our business, right? And that's when I realized that I was not the visionary anymore. And I needed to get out of that seat. So called at Brian. I said, Brian, I've got to have a heart to heart with you. Here's where I'm at. I've lost some of the the zest some of the passion. I'm not as hungry as I was 13 years ago in this business. I still want to do things and create things. But I feel like I'm not the visionary. Do you want to take the reins of this whole, the whole deal? And I'll sit in the owners box. And I'll be your biggest fan and you make the decisions. And you can bounce ideas off of me. And I'll be honest with you, but it's your deal.

S

Steve Trang 18:55

So you're kind of like the chairman. [Yeah.] Right. Like...

B

Brian Snider 18:58

He's my board of advisors. Yeah, one person

S

Steve Trang 19:01

Whenever they need to make an important decision, they'll go back to the founder, or the chairman. But that's really the level of involvement.

B

Brett Snodgrass 19:08

Yeah. [Right.] And a lot of times, I don't have to do that, because I want to empower them. So my answer most of the time is, Well you decide. What do you want to do? [Yeah.] Who knows that I'm there to have the answer. Right. I want that confirmation. And that's something I've had to learn. And as a CEO and a visionary for many years, that that was the biggest challenge is letting go. Letting Go. And that takes time and courage.

S

Steve Trang 19:32

Yeah, I hear that a lot from a lot of the other. When we're in CG, right? A lot of the guys talking about like delegating. It's hard to follow these guys.

B

Brian Snider 19:41

Yeah, it is. Well, it's kind of funny of, you know, kind of coming back to the story of last year. We said our vision and our goals for this year. And our goal was by the end of 2020, we wanted Brett to be only working 20 hours a week. That was the goal to get there. And I asked him actually when we're at CG, we're just driving around, and I asked him like so like how much are you working like, are you, you know are you? Are you under that? 20 hours? He was like, "Oh, I'm maybe like under five." Like, that was a relief for me like, Okay now, like, it was kind of, like, okay, I feel like I am doing this. I'm doing what he needs to be done. And I'm carrying on his vision, and we're doing pretty well. So yeah,

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Steve Trang 20:15

Yeah, that's awesome.

B

Brett Snodgrass 20:16

But you also have to, to really let go. And a lot of times your ego gets in the way. [Sure.] Especially people, this is your baby, right? It's like someone taking care of your kid, it's very, very difficult to let go of that. Number one, I knew that my face wasn't going to be in the company as much anymore, right? At all. My decisions weren't going to be, you know, the decisions that were going to be carried out, my vision wasn't going to be... even our core values, they're asking, they're talking about, hey, should we switch our core values, because our vision is starting to change? Because they're the visionaries. Now. That's just

some things and I again, I have to be okay with that. And if you're not okay with that, that's an ego. You know, I'm the man, you know, my face needs to be in the commercials or whatever. And I had to let go of a lot of that. Honestly,

B

Brian Snider 21:01

Another thing, a lot of times like that, you know, especially that if you were the owner, and you started the company, things like that. When you start growing a team and all sudden gets to the point where maybe you don't see that you end up being the bottleneck in that business a lot of time. So like when Brett came to me, and he said, hey, let's have a serious conversation, would you be interested in that? Like, honestly, was kind of a relief for me, because I was like, Okay, now I can now things are gonna happen a little bit quicker. And that's, you know, thing, it was nothing against him, it was just like, it was just like, it was one extra step that I had to do, like, just asking confirmation or making sure that is okay. And, you know, that convert, the conversation of like, yeah, I can just, I can just go with it and roll with it. And so it was a relief for me. And it's kind of funny, too, is on I think it was like the you know, the June or July CG when it was virtual. And, you know, Brett like, kind of made a... Brett was on there. And he talked about like him getting out of the business and kind of, you know, announced that and stuff. And I got like my literally my phone blew up from a bunch of other like COOs in the business like, "Hey, you need Brett to talk to my owner, like, right now," You know, have that conversation and stuff. So this and I see it right now, even with a CEO. I'm always asking, you know, that Mike, the two guys on our leadership team of like, Hey, you guys have to be completely honest with me, if I'm if I'm ever slowing something down, you have to let me know. Like, I tried to be very aware of that. [Yeah.]

S

Steve Trang 22:13

So I think this is a really good point, because I actually had this conversation this morning with one of my operators. And he's like, you know, how much involvement am I supposed to bring you? And I was like, none, like, just make the decision. And and the analogy I gave him was like, you know, you cross... you come to a fork in the road, how do you know which one's the right road? Which was the wrong road? And the answer is you don't, you just pick one. And it was the wrong road, you just go back. [Yeah.] And so but...

B

Brett Snodgrass 22:36

And that was the big thing for me, too, is a lot of times guys have said you have to stress test your business. And I didn't know what was going to happen. Yeah, I mean, this whole thing they could, this could be tumbling right now. And I'd be like, that maybe there's a

wrong decision. But I was like, You know what? Let's just find out. Let's just roll the dice. Maybe it works. Maybe it doesn't. I can... I'll give it six months, I can always step back in if I have to. But maybe, and it's worked out amazing. And I think John Maxwell is talking about kind of that, he says the leader shift. And you know, talk about sports. And I think that's the natural progression. As a lot of times as visionaries, we are the bottleneck, because there's people on your team that want to lead, but you never let them. [Yeah.] And you're like, No, I'm gonna stay in this because this is my business is my baby, I built this. But I was fine with where the business is at now. If we just keep doing the same thing, I'm fine. But what if they want to grow it? Like, and now I'm allowing them to do that if that's what they want. [Right.] So,

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Steve Trang 23:35

So we talked about delegation was one of your challenges. Were there any other challenges in handing the reins over for someone that's listening, that wants to, you know, that's dreaming about doing this? What are some other challenges? Unexpected hurdles?

B

Brian Snider 23:49

Yeah, I think one of the things was also just being, I think, us being able to be open and honest with each other about stuff like helped us out a lot. Like there was... I can remember like a conversation, you know, like a month ago, like I had... Brett sent, you know, we closed on a deal and the buyer send an email back and said, "Hey, thank you so much for this transaction went well", And he just, you know, send an email, like, Hey, you like Thanks a lot. And it was just something that simple. I just gave him a call right away. It's like you can't do that. Like by you doing that you are now going to usurp anybody on our team like they're gonna if they had if they buy a house from us again, they're gonna reach out to you like you just you know, you've gone past our dispo guy you got past me so it's like little things like that that you never really realize he was just being nice and you know, well "Oh, thanks a lot," but it's it's one of those things that like hey, you if you're gonna be out you're gonna be out or if you're gonna be in you gotta be in so

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Steve Trang 24:34

It blurs the lines confuses everybody. Yeah,

B

Brett Snodgrass 24:37

Yeah, yeah. Yeah. For me. There's there was a lot of things, a lot of emotions, anxiety. At first, you know, June 1 hits, and I'm not in any meetings anymore. No one asked me

questions and you feel a little like, What am I supposed to do? I'm a little lost. Who am I? Because your identity gets sucked into it. So I went through that. But time heals, right? And you start to just be someone else So an ego was a big thing. I talked about letting go, there was a time I think I've done is like 10 times, as I start to write an email to Brian, like there was a deal that -- I still look at the deals sometimes -- and there was a deal. I was like, I didn't know if I liked it. So I started, right, this email Brian, this deal. I don't know if this was very good. And I just erased it. Do you know what? That's not... It's their, it's their thing. So I had to learn that. And a big one thing for me is, I've heard this a lot, is going through that guilt complex. It's a lot of people feel guilty, because they own the business, they're still making money, but they're not working in it, and the other people are working, and they're still making money, kind of like that. And I had to go through that. So I had to kind of get over that where you like, Hey, I built, I built something where they have this great opportunity. And now they can lead, which they love doing. And, and I still take all the risk, a lot of the risk, right? It's still my risk, my name on the on the company. So I had to go through some of the guilt as well. And those are some of the feelings you go through. But once you get past and, you know, it's just like anything, you, just learn something new. And it's a new chapter.

S

Steve Trang 26:09

So you mentioned your coach. Who's your coach?

B

Brett Snodgrass 26:13

So we started off with a guy out of Indianapolis doing the Scaling Up. I worked with will ditzler for three years Scaling Up and then the last two years we worked with Gary Harper. [Yeah.] Out of O'sharper. [Yep.] And I him and his wife, Susan, [Yeah.] and they've been great.

S

Steve Trang 26:28

They're coming down here actually, next month for me. [Awesome, there you go.] Yeah. So let's talk about you, your challenges. And I know you mentioned one where, you know, he sent an email. [Yes.] It's ridiculous of Brett to do that.

B

Brett Snodgrass 26:39

Thanks guys! [Laughter]

- B** Brian Snider 26:41
Yeah, I think it's, I think, you know, a couple things of... one of them is just like making sure like, all the professional accounts are taken care of. And I think as entrepreneurs, you don't really know, all the things that should be done even in...
- S** Steve Trang 26:52
Professional accounts?
- B** Brian Snider 26:53
Like just like, you know, just like all the insurance stuff, all the you know, workers comp, or all your contractors, like, do they have all that stuff? And that's things like, kind of, he and I really don't know much about that. And we, kind of, just like, Oh, whatever happened, everything was okay. And we kind of went with it. Luckily, we brought my wife on team, she's been at a Senior Director of HR for, you know, 15 plus years, and she like kind of is helping us button up all that stuff. But it was one of those things like, I didn't know that language. I didn't know what was going on. And he was kind of, you know, not to call you out. But he was just saying and a little passive about that a little bit to it, on some of that stuff..
- B** Brett Snodgrass 27:26
I mean, I think all entrepreneurs and visionaries, they just... that's the stuff you just hate doing so you just put it on the backburner...
- S** Steve Trang 27:31
I think I'll do it someday,
- B** Brett Snodgrass 27:32
Hopefully nothing. Nobody gets hurt.
- S** Steve Trang 27:35
Something will take care of that. [Yeah. Yeah.]

B**Brian Snider 27:37**

So and then I think another struggle is really just coming into of like, oh, wow, like, now I'm responsible for, you know, Ronnie and his family. Like they, like how this business does, like is Ronnie going to be able to have a paycheck next week, you know. So I've kind of a couple moments where it's like, wow, okay, I'm the man, I gotta take this on. And now I'm gonna make sure that everybody and their families are eating and they're, they're healthy, and they're safe. And they have they have money to, you know, survive. So [Yeah.] I think that's been something that I think right away, we were doing really well. And you know, and everything was okay. But then you have like, you know, you have a rough week. And it's like, oh, man, all right. Okay, I'm responsible for this now. So that's, that's a struggle that, you know, is out there. Definitely.

B**Brett Snodgrass 28:17**

Yeah, I think I just, we were sitting in our coaches meeting, too. And we had all these boxes of what everybody was, you know, in charge of, and kind of managed, and Brian was in like, over half of the boxes, because I took all my stuff and kind of shove it over to him, because he already had his own responsibilities. Plus, he's taken on more. And I think that's one of the learning things he's had to come through to is is like, he can't be in charge of everything, because I know what that's like. And it is pressure, and it's stress and anxiety. These are things people don't really talk about, yeah, right on this show, probably. But, you know, it's not like, you know, you have to make all these, you know, big, big decision, but when you start to pile all this on you, it's just, um, just weighs on you. Right? I don't want him to get that I don't want just to shift all of my stress onto onto him either. So I think that's something I'm always, you know, conscious about as well.

S**Steve Trang 29:07**

Sure. So one thing that comes up, and our mastermind as well is, you know, someone asked me once I was like, when's the right time? Or do you offer equity? Right, for someone to handle operations? How do you guys address this? Because it's something that's come up multiple times within my organization. How did you guys handle that?

B**Brett Snodgrass 29:27**

Yeah, I mean, these are questions that people have asked me to, that I've, you know, even before I had that conversation, I went, in my mind, I got mentors, and I started asking them like, hey, what could I do? So all these options came up? Could I could sell the business maybe, but could you sell a wholesaling business? Could you sell to the team? Would that be an option? Could you give up equity in the company or could you you

know, still maintain 100% ownership but just slice up the profits to the leadership team more enough, they grow it. So that's that's what we did. That's what I kind of talked to Brian about. That's what I offered him, you know, so it's one of those things, I think it just depends on who your team is, again, one thing I think as entrepreneurs we underestimate is the risk. And some people might be risk averse. Like, if something goes bad, maybe they don't want to be on the hook with that, that whole deal, right? So, so I just kind of carved it up, right, I do a lot more profit sharing bonuses. They're gonna make a lot of money this year, which is awesome. And that's just what I did. Not saying it's right or wrong. It's worked out.

B

Brian Snider 30:30

So it worked for us. And going back to that first, you know, breakfast, or that first hiring that we had is like, we started having that conversation, like, wow, this is gonna be the awkward conversation every time of like us talking about money, friends, you know, things like that. But you know, we've gotten used to it now, like, we're, we're pretty open. Like I said, we're pretty open and honest with each other about that. But I think coming into it, what we've done, I think is one of the best... one of the things that we've been able to do to like, help empower our other leaders within the business to have having them step up and giving them some more responsibilities with more opportunity to earn throughout. So it's not just all on me, but it's on all of us as a team and things. So it's worked out really well.

S

Steve Trang 31:05

Yeah. And I'm really excited to have you guys here because I want you know, we've had a couple of different people come on where we're talking about visionary versus integrator. And when people that are, you know, they're still working their way up. This is not a visionary-integrator conversation. This is Brian going from up... is basically the operations and Brett is not even a visionary. You're there. You see what's going on. But you're not plotting the course anymore. You're no longer directing the ship. You're, you're, you're on the ship. You know, you've got maybe like a a chair, like a sun, something to sit outside like a lawn chair. [Yeah.] But you're not directing the ship anymore. [Yeah. I mean...] So it's a completely different situation.

B

Brett Snodgrass 31:49

It is, you know, and if you actually look at Brian's profile, which he has taken the profile test now, he has a lot of visionary qualities, honestly.

S Steve Trang 31:57
Which makes sense.

B Brett Snodgrass 31:57
Yeah. But he has a lot of operational qualities. implementer qualities, too. So really, and our team is not a huge team. And that was one thing, you know, I had to get over to we have six local people. We have six virtual assistants. So you know, we had about 12 total people, but it's not a huge, huge team, right? So right now, he basically is both. He's basically the implementer and the visionary. And if you look at sports, I'm sitting in the owners box. [Right] He's out there; he's directing the plays and calling the plays.

S Steve Trang 32:29
He's the GM/coach.

B Brett Snodgrass 32:30
Yeah, yeah. And he's doing all of that. And then, you know, the owners, I'm sure the coach doesn't like it if the owner comes back down there and is like, Hey, why don't you run this play?

B Brian Snider 32:38
Take is easy Jerry Jones!

B Brett Snodgrass 32:41
So that's just... I'm just sitting up there, just rooting my team. Go! Go! You know?

S Steve Trang 32:44
Put the first round you're in there.

S Steve Trang 32:48
Yeah, gotcha. Very cool. So one of the other things we talked about was, because I was curious to you guys about, you know, the branding. And I made the comment, and I'm sometimes very direct, like, that's a very interesting name, because you guys are acquiring

more than wholesaling. But you kind of mentioned there was a reason why you guys went down with Simple Wholesaling, you want to share the name, or the idea behind the brand?

B

Brett Snodgrass 33:08

Yeah, and I'm not very good at this, you're probably a lot better than I am about branding, Steve. And, you know,

B

Brian Snider 33:14

Why don't you talk about some of your other business names before you talk about this?

B

Brett Snodgrass 33:16

I had like Indiana Luxury Jomes, and named a company after my daughter, Caitlin and Company. Anyways, that was, that's fun. But basically, for me, I just wanted a simple business. I've had complicated where I was trying to do all these different things. And it was just too complicated. So number one, I needed it... just a simple, I'm a simple man, I want a simple life. So simple was huge for me, and wholesaling, not saying that we've never assigned deals and, and we've, you know, got them under contract and assign them. We have done a lot of that too. But we, we just set our model now is just taking them down, and then cleaning them out and then selling them so we do more of the wholesaling model now for us. But we do wholesale too. But it was more also to of a... we love bringing value and educating people. And in our business, we we educate, we educate wholesalers. So we have a Meetup in Indianapolis that we're educating wholesalers, and that was one thing I always wanted to get to. And you know, we're kind of putting some of that stuff in place is Simple Wholesaling can also educate other wholesalers. [Sure.]

B

Brian Snider 34:22

And I think that was, you know, when you started that it was you actually started like, right before I kind of started doing things, and I kind of took that over. But you know, a lot of people kind of gave us some flack and said, "What are you guys doing? You're just you're training your competition." And really what that ended up doing, was kind of doubling our business. [Yeah.] So we're able to, you know, help other wholesalers and kind of teach them along the way but also be that buyer for them when they, you know, maybe we want, they want to walk the whole deal with us. And we'll do that or they mean, they say there's a little hair on the deal and they can't figure it out or they're buyers... They're

starting off, so their buyers list isn't that great. So, we've always been there to kind of help out and we're, you know, I think actually last year we were the largest buyer in Indianapolis. You know for cash deals and stuff. So

S

Steve Trang 35:01

Well, I think it goes back to you mentioned John Maxwell earlier, right? Like leadership is a, is an idea of abundance, and your abundance you're giving, and the more you give, the more you receive. [Exactly.] So it works really well. So I have shut down my Meetup since March because the COVID. I don't want to shut it down. But I also don't want to be like there was 150 people at your Meetup. [Right, right.] And we can say that that was a super spreader event. [Right, right.] So what are you guys doing?

B

Brian Snider 35:28

So we're doing everything virtual right now. So there is like some some REAs and things in Indianapolis that are meeting in person, but we just went ahead and went all virtual, we don't have to worry about... I mean I don't have to worry about like taking temperatures and doing all that. But I think it's just the smart and safe thing to do right now just to you know, be okay. So we also we have a Facebook group just called Wholesaling Made Simple. And, you know, so we're putting out, you know, different blogs and different videos and things on that each and every day, but we just do our Meetups virtual through there. And that's kind of how we've done it. And, yeah, so we still been able to gain some traction with that and be able to work with other people. And, you know, it's not ideal, it's not the best, but at least we're able to still give back in some way. And we had a lot of people reaching out to us, when we're still working deals with them and helping them out in any way we can,

S

Steve Trang 36:10

What's your engagement, like in that, in that online, Zoom?

B

Brian Snider 36:16

You know, it's, it's, it's, it's been, you know, we so our Meetups, we got it. And we got to the point where we're like having about 80 to 100 people, you know, every month, and that was, you know, pretty good, we're pretty happy with that, you know, the the REAs in town, we're getting like, maybe 140. So we were like, right there, and we felt pretty good about it, the engagement with what we have on there, you know, we'll maybe have 20 to 30 people, you know, be on... be online with us, but then we'll have you know, you see, get to

see a lot of people that watch it afterwards and things and there's people that are, you know, asking questions, were able to offer some answers right there on the spot and things. So like I said, it's not that the numbers aren't great of what we really want it to be compared to if we were in person, but it's still there. So we've been happy with it.

S

Steve Trang 36:52

And I'm just asking, cuz I'm just, I mean, I'm kind of going through a situation like, do I want this online? Like, yeah, no, not really.

B

Brian Snider 36:57

Yeah, it's, it is always tough when you're like watching like, when you know, you're usually in front of a room of like, you know, 100 people, and then like, you're watching it online, you see the little eyeball up there, like, there's 15 people in the room, and I was 21. I was like, Alright, but I've always been told of like, kind of like, hey, if there's 20 people that are watching it live, there's gonna be five times that that watch it afterwards. And that's kind of held true. So I knowing that helps out a little bit. [Sure.]

B

Brett Snodgrass 37:20

I think the biggest thing that Brian has brought to the table is consistency. So if you know my personality, sometimes I start something, I'm super fast just to jump in. And then...

S

Steve Trang 37:30

Visionary.

B

Brett Snodgrass 37:30

It kind of wavers a little bit, right?

S

Steve Trang 37:32

Shiny object. What? What is it?

B

Brett Snodgrass 37:33

Yeah, but he's, he's very consistent. And it's kind of rubbed off on me too, it's like, hey, this isn't ideal. But are we at least kicking the ball down the field, getting? Getting the first

down, you know, whatever, and just continuously moving forward? I think that happens a lot with wholesalers, with people who start podcasts, you know, how many people start podcasts and 20 episodes later, they're just, I don't feel like doing that anymore?

S Steve Trang 37:57

Yeah, they fizzle out.

B Brett Snodgrass 37:58

Yeah, same thing. And just so, if you're doing anything, I think that what we've been able to do is we've been putting this meetup on for three plus years. I have my own podcast; I've been doing for four years, we have The Indy Investor Pod, we're on episode 65 or 66. [Yeah.] So just trying to be consistent with whatever you're gonna do.

S Steve Trang 38:14

So I want to hit on that or emphasize this because Tucker Merrihew was on the show, not too long ago. And he said that, when he started that podcast, he didn't think anything was going to come of it. And it's been a huge source of business for him. What has been your experience with podcasting? You know, with local podcasting?

B Brian Snider 38:31

Yeah, when all this when all the COVID stuff hit, you know, we were worried right away of like, Oh, we need to help out our buyers and make sure our buyers list is as strong as it's ever been. Yeah, that's kind of what we thought right away, like all inventory is gonna be great, buyers are going to be tough. It was the exact opposite that actually happened. But we kind of had that idea of like, hey, let's just let's kind of come to that educational heart as well of let's go ahead and do a local podcast that's just all about, you know, educating people that are doing deals in Indy that are investing in Indy in any way. You know, there's a lot of out of state investors that, you know, do work in Indianapolis; they can't necessarily have eyes there and ears there all the time. So it was just something that we wanted to do. There's not, we don't promote anything on it, we don't really do anything like that. It's just all about helping people understand Indy, understanding the neighborhoods, understanding different strategies. And through that, it's actually, it's got a lot of traction, and it's helped a lot of people out. And to be honest with you, I've never actually looked at the numbers of how many people listen to it, or how many times it's downloaded. But I... you know, I do pay attention when I hear it, you know, I have a conversation with you know, a random person like, oh, man, I love your podcast. It's

helped me out so much, like I've... I bought three deals off one of the strategies you talked about on this thing. [That's awesome.] So that's been really fulfilling and really cool. And so I feel like it's starting to even gain a little bit more traction then. But you know, right now, but it's it I feel like it's helping buyers out which is 100% what we wanted to do.

B

Brett Snodgrass 39:46

You know, the toughest thing is is when you have people investing in your city, that's... what we want to give back to our city anyway of Indianapolis. So when you have somebody investing in there and they're buying into a deal off of a wholesaler that doesn't know what they're doing, or they get ripped off by a contractor or the realtor messes something up, like, that's gonna come back and affect all of us. So yeah.

B

Brian Snider 40:07

So it's just we just went, yeah, like I said, I just want to, we want to make sure that we're helping out people in any way that we can. And you know, it's, I'm sure some of the people that it's not, advice isn't gonna be worth 100% of the time. But it works for us right now. So...

S

Steve Trang 40:18

Yeah, well, I just really want to hammer this point for the guys that are listening. Because, you know, Tucker started it. And he had a huge attraction with it. And he started like, I think, four or five years ago. You've been doing your national one for four years, but your Indy one, just this past year, and you're getting traction from it. So I don't... I want everyone is listening to think like, don't think it's too late. It's not, right? Like, there's plenty of opportunity. Just get out there, put out content and you know, people will find you by taking that action.

B

Brett Snodgrass 40:52

The whole local thing, I think it's just I think anybody can do it, honestly. And it's so much needed. And I think that's why we get... it's just different, right? You see a lot of national real estate podcasts, which is great. And but you don't see a lot of, you know, localize The Indy Investor Pod. And I just think that's this difference. So I think, you know, you always have to think about how can you differentiate yourself from the from the competition? These are just a couple things that, that we have been consistent with: podcasts and my national podcast. Yeah, it's been, it's been awesome. I get, you know, thousands of listeners a month, I think we're, you know, we're not the biggest by any means. I think we

get about 10,000 listeners a month, something like that. So it's been great. I've gotten a lot of private lenders from it. People just reaching out because they think, you know, they feel like they know you. [Yeah.] Right? And they're like, Oh, I started talking to you on the phone. I talked about my family, like, "Oh, yeah, your daughter, you know, trick or treating last week or something." I'm like, how'd you know? But it's pretty crazy, because they heard me on the podcast. So...

B

Brian Snider 41:49

Well, the best thing about podcasts and you know, like, it's sometimes you're out to somebody, it's tough to be like, Hey, can you can we have a half hour conversation or an hour conversation on the phone? They're like no, I don't have time for that. But hey, do you wanna be on my podcast? Oh, yeah. book me. Let's, let's do it. So yeah,

S

Steve Trang 42:01

I mean, that's been one of my, you know, closely held secrets. It's helped me open a lot of doors. [Yeah.] So, speaking of opening doors, so you guys have been, like, we connected really just the last few months through Collective Genius. You want to talk about what that's done for you guys's business?

B

Brett Snodgrass 42:19

Yeah, that's been, again, a game changer. And that was another just component of when we really started scaling the business. So I joined Collective Genius, it was about 4 years ago. And then someone new Jason Medley, introduced me to him. And I was doing about 100 deals a year, something like that, at that time. We're literally within two years, we were doing 300 deals a year. And, and I really attribute a lot of it to that group. Because I think it's just different. You know, let's go back to sports. For example, when I was in high school, I was the basketball star. Right? And, and I was like, felt like I was the big shot, you know, I'm walking around, get my name in the local paper. And I'm getting MVP of the county tournament, stuff like that. And then I get a full ride basketball scholarship to college. Well, guess what? Everybody was an all star on their high school team, right? And just think about the NBA. Well CG is like, it's like the NBA of real estate investors. So now you're not the big shot, you can really learn a lot from other individuals, so many strategies, techniques, systems, you know, people, just the resources that you have, we've gained so much traction from it. And it's been a huge component of our business.

B

Brian Snider 43:32

Yeah, the connections, the affiliates and stuff like that, that build up through it. And I mean, there's a lot of really good masterminds throughout the nation. So I think no matter what you're doing, if you can't get connected with CG, or whatever it is, like find one and just even if it's a local one that or a national one, I think it's, it's really important. I know, it's made a huge difference in our business.

S

Steve Trang 43:49

Absolutely. So for the people that are listening right now, I mean, we're saying 300, stepping out of your company, that doesn't hit a lot of people. So for someone that's listening right now trying to work on their first 10 to 20 deals. What advice would you give someone trying to do their first deals at the moment?

B

Brian Snider 44:08

So I say, number one, find a list of some kind that you can work. So I think if you know, I think I just got asked that question last week, like what would you do with your first thousand dollars? If you are a wholesaler? 100% I'd buy a list and then you know, from there, figure out what strategy works for you. You know, when you're looking at lead generation, what do you what the there's so many different things you can do in lead generation, we've done just about anything and everything you can think of. We tried it, we failed at it and we've done well at some, but really what works for your personality. Like, for example, I do not want to be on the phones, cold calling people; it doesn't work for me. But some people well, that's, that's great. That's what they, that's what they work to do. So figure out what fits your personality, what fits your strengths. And then you know, really work those lead generation systems. And then you know, from there, it's really all about kind of that, that lead generation piece, but then also just being consistent with follow up. There's no magic formula for... there's no magic list. There's some there's some glyphs that are better than others, but really what it comes down to is all the follow up on those lists and making sure you can touch base with each, each person and, you know, really just make sure that you, you consistently have that follow up with them. I think that's what it comes down to.

S

Steve Trang 45:09

So what would you qualify as your top three lead sources?

S

Steve Trang 45:14

Um, so we started doing TV this year. That's been really good for us, I guess like our

number one right now. And then direct... We've always done direct mail. We've always been pretty good at direct mail. It's got a lot of deals for us. But I think TV is kind of overtaken it now lately. And then from there, PPC, we get some really good leads from PPC. I think those are probably our top three if I had to list them off.

S

Steve Trang 45:34

All right, who are you guys using for printing?

B

Brian Snider 45:37

Direct One. [Direct one?] Yeah. So yeah, they've been really easy to work with. I, you know, have nothing but good things to say about them. They're they you know, I'm doing the copy right now for all of our marketing stuff like like that. I'll send something and they'll give me notes on it, and kind of like, maybe you should change this word. And there's been sometimes like, Oh, no, it's okay. I like it how it says, and they were probably right, and that was marketing pieces that we sent out. But I'd say with that, too, it kind of depends on where you are, I know with a lot of our marketing that we're doing through, through, you know, through our direct mail and stuff, we focus more on, hey, we are a business, we're legit, we're professional. And that's kind of the route we've taken. Since we've done that we've got a lot less of the phone calls, like, "Hey, take me off your list," you know, "Stop sending me mail," that kind of thing, because I think it looks a little bit more legitimate. So we've stopped kind of, we've moved away from being that like guy next door. Oh, I've had just drove the neighborhood and saw you. We've, we've kind of moved away from that now we're, you know, trying to take that professional route. And that's that's helped us out through our marketing campaigns,

S

Steve Trang 46:31

Yeah, the branding component.

B

Brett Snodgrass 46:32

Yeah, I would say, too, I know what it's like, you know, to see someone stepping out of their business doing 300 deals and realizing, man, I'm never gonna get there. Right? And I think that what they don't see is just the many, many years of relentless pursuit, right. I mean, there's, throughout the 13 years, I can't even count how many times I just wanted to quit, and just get a real job, and don't want to do this anymore, right. But I didn't, and I kept getting up and just kept kicking the ball down, the field just kept moving forward. So whatever you have to do, honestly, in my first hire, we're sitting here writing letters,

handwritten, mailing them and stuffing them and, and that sounds stupid. But that's what we did. Because we didn't have a lot of money to do all this fancy TV commercials at that time.

B

Brian Snider 47:21

And what I really find too, is like, there's a lot of guys out that are doing like, you know, one or two deals a month or five, they have better strategies than us. Like, we're in a good situation right now. Because we have money. And that's, that works for us. But, you know, there's things like we'll work with a wholesaler on a deal and having a conversation with him, like, how'd you get this? And, like, why aren't we doing that? Like, it's really good. So I think if you know, if you're in that boat, and as long as you're hustling, and you're doing the things that are strong, that are strengths of yours, you're gonna end up being pretty good. Yeah,

S

Steve Trang 47:46

Absolutely. And I think just to your point, I think, you know, probably around eight or nine times, I was like, I figured this out, only to be humbled. And then on the other side, is like, why the hell am I doing this to myself? And you know, like, let's just burn this place down. Collect the insurance money.

B

Brian Snider 48:06

Yeah. And then you get a monster, the only like, let's keep going.

S

Steve Trang 48:09

Alright, so this works. So what do you guys' uh, I mean right right now, as far as overhead, you know, to run an operation to do to be doing 300 deals a year, like, what does that overhead look like?

B

Brian Snider 48:23

You want to take it?

B

Brett Snodgrass 48:23

You know, when we talk about overhead, and so a lot of our people are paid off of commissions. So obviously, their payroll kind of fluctuates up and down. As far as our

marketing expense, that's, that's fluctuated too right now. I think we spend about \$30,000 a month in marketing right now. And that's been that's been going up since we've been doing well. And then other than that, I'd say, besides all the commissions and all that stuff, we're spending, I don't know, probably about \$45,000, something like that. [Yeah.] So, so it's a big, you know, that's a lot of money, right?

S Steve Trang 48:46
It is a lot of money. Yep.

B Brett Snodgrass 49:04
But, but I think it's just this is... it's not a lot of money, if I told you, you could put \$45,000 and make \$100,000. [Right.] And you knew it worked. It's just, it's just a numbers game. So [Yeah.] it used to be I would put in \$5 and make \$8, right? It's just, it's grown over the years.

S Steve Trang 49:23
So it's just a matter of scaling. And Eric Brewer says, "Hey."

B Brian Snider 49:27
Hey Erick. He had a great... Yeah, I love that show that you did [Yeah.] that you guys did a couple weeks ago.

S Steve Trang 49:32
Yeah. That guy's a monster as well. And then Clay Manship says what a couple of ugly mugs.

B Brian Snider 49:39
We love you Clay.

S Steve Trang 49:41
So Ka... Ka Trang wants to know, is a wholesale business that only... is a wholesale business that only wholesales sellable? And we kind of touched on that a moment ago. Do you want to answer that question?

B Brett Snodgrass 49:55
Yeah. I mean, I don't know. You might know this more than myself, Steve. But have you ever met anyone who was sold their wholesale business?

S Steve Trang 50:04
Actually sold their wholesale business? I don't know anyone that's sold it. No, I've seen like, partnerships, you know, kinda talk about like, you know, selling a portion of it. I don't know, anyone that's actually sold it and stepped away. [Right.] Yeah.

B Brian Snider 50:21
So essentially me like selling the brand is really what that kind of comes into which, in Indianapolis, we do have a pretty good brand. So that might be...

S Steve Trang 50:28
Well, you would have to sell the brand, you have to sell the systems, policies and procedures...

B Brett Snodgrass 50:33
And the people.

S Steve Trang 50:34
And sell that... sell the employees on staying.

B Brett Snodgrass 50:38
Right. And that and that's true. They and, you know, if you sell your wholesale business, and everybody just walked away, you have some systems, but what is it worth, right? So, so I think it is sellable, but it is limited. I think, you know what, in my thought, I thought, I thought if I sold the business, I would have to sell it to the people, someone working in the business and I would probably have to seller finance it. [Right.] Is what I thought. So I'm not saying no, but I haven't met anybody who who sold their business unless it was to their employees.

S

Steve Trang 51:10

Yeah, cuz you generally look, right, like for a lot of businesses, three times, 3X multiplier. And I don't know anyone that would pay 3X multiplier [Right.]a for wholesaling business.

B

Brett Snodgrass 51:19

Yeah, most of most of the values in the inventory. You know, and I would say that. So it's not like an education course where you got residual income coming in all the time subscriptions. So...

S

Steve Trang 51:31

And then we see, you got a lot of love here. So you know, there's a math... there's a math teacher in here, Joseph Prather. Jeffrey Smith says that, you know, you've been really helpful for for him. So the Cash House Buyers team, how do you decipher if a person is right for your team when you're scaling?

B

Brian Snider 51:51

So we can take that, like from kind of where we were to where we are now. Like, it really was like just kind of like filling in places like, Oh, I need somebody to do this, they seem like it'd be a good fit. But now it's you know, and we're gonna have them take a personality profile test and figure out, you know, kind of what their strengths are and what you know, maybe what they need to improve and those types of things. And then really, do they fit our culture as well? So like, one of the things that, one of the big things with us is like, really, so you know, they say that, you know, that the best salesman, and that is, you know, high A on the predictive index and that kind of thing. That sometimes it doesn't really fit in with our culture and our team and stuff. And we've had that on our team, and they haven't worked out and we had to let them go. So, you know, we're gonna make sure that they might have the right personality profile, but then also too just make sure that, you know, they fit in with our culture, and then what needs to be done. Another thing with your scaling, too, don't, you know, don't hire later than you need to. So if you're, if you're already, like 80% capacity, it's time to hire, so don't get to that 100% capacity, and then hire them because you don't have time to train.

S

Steve Trang 52:51

Hire out of desperation. [Yeah.] That's the worst place to hire from.

B

Brett Snodgrass 52:54

Yeah, yeah. And we've tried some different things. So what Brian said, the personality test has been good. We've tried, you know, giving people kind of some tasks to see how they do first. We've done some of that before we bring them on full, full bore. And, yeah, so I think we've definitely gotten a lot better at it. And we have a better system now.

B

Brian Snider 53:15

And we've gotten to the point twice now that we've kind of got like, too fat as a team, where we had too many people. And we're like, Hey, we need to let's cut this back. Like we operate better as a smaller team. And yeah, like right now, you know, we only have really, five people -- I count you part time in my wife as part time -- so it really like six, you know, six, six people. And then six VA's is what we operate off of, so...

B

Brett Snodgrass 53:36

And most of the time, we've hired fast, I've hired fast, which is totally wrong. Take your time, be patient, and we fired very, very slow. So it's very painful. Six months of, you know, moving someone around in different positions, thinking they're going to be good here when they weren't good there. And that's just not the way to do it.

B

Brian Snider 53:53

And we do put an emphasis on culture. It's really easy; you get attached to those people when you, you brought them in because you like them, and they fit with you and things. And then it's like, we don't really want to be here. Let's try them here. Let's try them there, when reality is like you really should just let them get ready now.

S

Steve Trang 54:06

Yeah, I, I make the mistake, often, of hiring fast, just like you know, fall in love really fast. And yeah, you know, let's give them a shot. Especially for salespeople, you know. But the hiring or firing slow, that's just a slow death for everybody. Everyone's suffering. [Yeah, yeah, yeah.] It was like mom and dad are fighting. [Yeah.] They're ready for divorce and the kids know it, but...

B

Brian Snider 54:25

But honestly, from my experience of like, you know, there's people that we have let go,

like, I've had multiple of them like reach out to me and say, like, you know, it might be two months later, or even a year later, like, reach out say, hey, thanks a lot. Like I appreciate that you did let me go because it was the right time. And, you know, it was I can see the struggle now. But like, thanks a lot for the opportunity. So that, at least that, that is a saving grace.

S

Steve Trang 54:43

You know it's funny, I actually had that exact conversation on the way here. [Yeah.] Someone was like, yeah, you know, it didn't work out. But I learned so much from you that really it helped me. Yeah, in my next spot. [Yeah.]

B

Brett Snodgrass 54:52

People is always the is the toughest thing.

S

Steve Trang 54:54

That's the hardest one.

B

Brett Snodgrass 54:55

Always the toughest.

S

Steve Trang 54:57

Yep. Um, so Joseph wants to know, he's heard you guys talking about putting on an education course. What do you guys suggest when picking a mentorship?

B

Brian Snider 55:07

So I think it really just comes down to make sure that they are that that mentor is actually doing what you want to be doing. So if you want to wholesale, don't, you know, don't work with someone that's like only wholesaling, you know, or is, is a flipper or something like that. I think a lot of people fall in that trap, but then also make sure you sit down, like take them, you know, have coffee, have lunch, something like that. Make sure that you line up with your core values. We preach that a lot of like, make sure that the people that you're working with are learning from like, have the same core values as you because when you got... when you start working a deal together, that's what's gonna kind of make or break that deal of how it actually works out and making sure that you're both comfortable with

how it plays out.

S

Steve Trang 55:43

And then that core values point is really, really important. [Yeah.]

B

Brett Snodgrass 55:47

And, and a lot of times people are against, you know, paying for mentors. And obviously, there's a lot of bad mentors that charge a lot of money, and they're not good. But I... but I'm not against paying for mentorship. I think I even pay for mentors today. [Yeah.] But someone that kind of fits me that fits what I like, I'm kind of a laid back person. And, you know, Brian talks about the core values. So if I had a super type A driven, hey, you need to crush the competition. That's not gonna fit me, right? [Right.] So find someone that's just, you know, kind of, you know, has the same kind of, you know, fits your personality style as well.

S

Steve Trang 56:23

Yeah. And I think also, you got to look at the mentor for who you are today. Because who you are two years from now, you're getting a different mentor than the one you have today. [Exactly.]

B

Brian Snider 56:33

You can easily outgrow your mentor [Yeah.] and things, yeah. I think it's something to just obviously not going up and like, Hey, Steve, can you mentor me? And things. So actually having a conversation with them and see if there is, you know, some commonality there and maybe, you know, maybe help them out in some way, or go do something with them, making sure you have these conversations. All of a sudden, oh, this, this seems like, you know, they're gonna reach out to you and be like, Oh, yeah, I want to help them out. Like it's gonna be kind of more on them as much as it is on you. I think it's important.

S

Steve Trang 56:58

Cool. Let's see is anything else at Robert emphasized character alignment. Guys, if you have any other questions, please feel free to ask those questions. So let's talk about right now. November 2020. What are you guys' biggest challenges at this moment?

B Brian Snider 57:17
We'll see after the election. Might already be over.

B Brian Snider 57:22
So, um, I think one of our biggest challenges kind of within the business of what we're going through right now is, you know, with how competitive it is, of, we, we have never been like, we've never been in that position where we offer at the door. We've always been, you know, kind of in that boat of our guys go out, do the walkthrough. They kind of, you know, send us over the notes. Brett and I have always been the one that analyze the deals. So then he's, he's done with that now, like, I've been doing it. So we've kind of always had this like, kind of, I guess, just, you know, a lag in that system. But now it's, you know, kind of making sure we have the right sales training going on to where we are ready, and we're prepared, and we've analyzed correctly, so we can offer the door. Because a lot of times, if you can't offer the door, you're gonna end up losing, you know, one out of, you know, five of those deals or whatever. So, luckily, your sales training you've done in the last couple weeks have been awesome.

S Steve Trang 58:09
Happy to hear that you guys enjoyed it.

B Brian Snider 58:10
So it's helped us out a lot.

S Steve Trang 58:11
That's awesome.

B Brian Snider 58:12
Our guy got I got a deal the other... like it was just last week, he got a deal here and he reacted like this Steve Trang stuff is working. It's awesome!

S Steve Trang 58:18
Awesome, very happy to hear that.



Brett Snodgrass 58:19

I think I think the biggest thing that we've really been struggling with is just like everybody else has the inventory. Deals are flying off the shelf, and we can't keep enough houses. And so we're trying to figure out, what's that gonna look like? And after the election, and then all this stuff next year? I don't know. Honestly, it's unpredictable. But I think that's where great teams come in. They have to adjust. I mean, you probably know, too, it's like, how many times have you had to adjust your business in the years? I feel like we have to adjust something every year, every two years?



Brian Snider 58:53

Yeah, and what you



Steve Trang 58:54

Every quarter.



Brian Snider 58:55

Like, especially this year, this year has been just so unpredictable. It's something we talked about earlier of like, we thought it was gonna be like, inventory is gonna be high and the buyers are gonna be scared, so it was the exact opposite. But just being able to kind of take what, what comes in and just be able to adjust to it, and you know, nobody's new... new system we're running right now is probably gonna be that same system that we're operating, you know, two quarters now. It's going to change in some way. [Oh, absolutely.] It's just so it's, you know, basically having all those living, breathing documents that they're all up to change. And that also comes down to like having that team input of like, hey, just because it works for me doesn't necessarily means it works for acquisitions team, so getting their input of like, what do we need to change? What do we need to fix and I think that goes a long way.



Steve Trang 59:31

One thing you've talked about recently, you've had a couple presentations on, was purpose. Can you talk about that?



Brett Snodgrass 59:40

Yeah, yeah, definitely. So I'm big on you know, on purpose. I gave a presentation at

Collective Genius about it and, and really finding out like, your purpose and what makes you come alive. And you know, life is very, very short, honestly. And I feel like... so I want to do the things that that I love doing and that I'm called to do. And that's different for everybody else. I think the bottom line is, I just want Brett to be more of Brett, right. And I think sometimes we lose ourselves in whatever we're doing, right. And that's part of the real estate thing is like, I loved a lot of parts of the real estate thing. And that was a great season. But maybe, maybe this season is not, is not that, it's something different. And my season's more transitioning is to Hey, this is really, really cool. And I love impacting the people on the team. And I think the biggest impact I can have on them is probably letting them lead the business. Right? And that's probably the my role right now. But how can I, you know, find my purpose and impacting other other things that I'm really passionate about? So... and everybody that's listening is, is in different spots, right? When I was 28 years old, I gotta pay the bills, right? I got to do that stuff. Right now I'm just in a different, different season. And I think you got to like, identify what season you're in. And I also don't want to say like, hey, just because I'm stepped out of the business, that's what you have to do. And I think people maybe take that the wrong way, sometimes, because some people do find their purpose in their business. Right, and they enjoy leading, they are leading their team. I think that's great. And it's just an individual thing you got to find.

S

Steve Trang 1:01:19

Right. And I think John Maxwell talks about, you know, the seasons of your life, right? And things, well, it's one of the things he hits on a lot. So now that you're in this owners box, what are you doing?

B

Brett Snodgrass 1:01:32

Well I mean, that's one of the things that it's kind of cool, kind of takes yourself back, you know, when you were learning how to do real estate, right. So I've been meeting with coaches, and I've been actually meeting with this transitional coach that kind of takes people through this transition, when you go from -- he calls and go from your calling to more of your contribution, right. And this is kind of what I'm what, I'm going through. So as far as what I love doing, I do enjoy, you know, the content things, I have the podcasts that I do, and I gave, I enjoy speaking and pouring into people in that way. I enjoy, you know, missions, and really trying to figure out how I can really help some types of mission organizations, those are some things. So right now, I'm still kind of at the beginning stages, and and honestly, just kind of enjoying the ride with it. And just kind of taking a step back. I feel like as an entrepreneur, when you do that people are like, what are you doing, you know, like, you're always doing something. But like, but you have to take a step back and just like, just breathe and like enjoy like, okay, I don't have to be going 110 miles

an hour all the time. [Yeah.] You know, and I'm just kind of at that place right now.

S

Steve Trang 1:02:43

Gotcha. What about you? What is your purpose?

B

Brian Snider 1:02:47

Right, now, is making sure the business doesn't fall apart. So no, I think kind of, you know, the Brett kind of touched on it is now I want to make sure that, really, so the business is kind of like my purpose and what what I'm doing not like for life, but it's like what I need to focus on right now. So that's been unique. And then also bringing my wife on team now. It's like, okay, now we have conversations at home about the business and how its operated and things. But you know, really, with what kind of that means to me is so with, you know, you kind of look at the five stages of business where you have the startup, the perseverance, the profit, the growth and then the succession. Brett's kind of plan was always like, he wanted to get out of the business, he wanted to get to that point where he could, it was automated, and he didn't have to worry about it, it was kind of going. Where I kind of feel like we've missed a little bit of that phase, like where we can grow. So now it's really digging into, hey, like with, you know, with our team, where do we want to grow? Where do we want to what do we want to do with this thing, and, you know, we've had this kind of racecar that we've kept in the garage for a while and let's take it out on track, and see what we can do with it. [Yeah.] So in really kind of figuring out, you know, working with, you know, kind of going back to that leadership thing of like working with the team to figure out what their, what their purposes are, and what their passions are, and what we can really do together. And, you know, education was always something that you know, I I loved it, I love to teach, I love to be in front of a room and that kind of thing. So we got some stuff we're kicking around with, with the education thing that we want to you know, we're gonna start doing next year and I think that'll really bring a lot of purpose and purpose to my life.

S

Steve Trang 1:04:10

One thing you guys both touched on with core values. What are your core values?

B

Brian Snider 1:04:14

Well, that's interesting. So as we had a we had a meeting with Gary Harper two weeks ago or quarterly and he was one of his first question he's like So Brian now that Brett's out of the business, like what, are your core values still the same? Like are... now you're the

visionary, so do the, are the core values you have within the business are they the same for how you, what your vision is? And I was like, I don't know, our, our vision has changed a little bit. Our kind of, our team's changed. When Brett first came out with the core values, nobody's on, is on that team anymore from that. And honestly, we kind of went from you know, when I first started, we went from really just being like a small group like for, you know, kind of a men's small group, church group, that did real estate. Now we're like, Okay, now we're operating as a business. So we're actually kind of in the process of kind of going through those, you know, with the changing up of the core values to make sure it kind of does fit into what we really need. And the core values that we had, you know, they were needed to be mission minded, be a faithful servant, have smart and simple systems, enjoy the ride and leave a lasting impression. And really what those are, those are those are core culture. That's like that, that's who we are, as a team. That's how we want to operate and things. So now we're gonna do a vision trip with me and Brett and Ronnie and Randy, the other two guys in our leadership team, and really kind of dig into, you know, set the vision for next year, but part of that is going to be like, hey, let's let's dig into our core values, and what are they really, and here's kind of... You know Gary went through an exercise with us of like, hey, these are the five that kind of stick in that stand out for Brian's core values, they really fit in with the team and the vision for next year. And going forward.

B

Brett Snodgrass 1:05:44

I think that's, that's a big thing, too, is when I came up with the core value as I was being with my business coach, and it was really just me, right, and I just came up with them, because that's who I am. And I wanted those to extend off, which is most of the time, the visionary's, characteristics is the core values. And, and this is another thing, because when I let go this bit, let go the business and Brian became CEO, one of my friends says, you know, the business is going to change, right? Like culture is going to change, the core values are gonna change. And I had to say, like, I'm okay with that. [Yeah] You know, if it does, that's, that's okay. And that was just one thing. And then when he talked to me, he's like, Hey, I think we might change our core values again, at first, you're like, what? I've had those for, like five years! But then after...

B

Brian Snider 1:06:28

I put it off for about two days, having that conversation with you.

B

Brett Snodgrass 1:06:30

It's all right. [Yeah.] You know, and that's good. It's good. It's just shifting. It's just shifting

the leadership and, and shifting. And I'm the biggest encourage or so.

S

Steve Trang 1:06:40

So for those guys that are listening right now that are trying to establish their core values, what exercises do you guys go through to identify? Because you guys are in flux. But Gary did do an exercise with us.

B

Brian Snider 1:06:52

Yeah, it was a great exercise, loved it. So basically, what he did is he took our, he basically had me write down, or -- he did it with me, Ronnie and Randy -- had us take, like, what are who are three people in your life that you just, you really admire, that you look up to, that have really kind of made an impact on your life. And you know, it can't be your wife. It can be, it can be somebody you like... there were a couple of stipulations in there and things. But then he basically said, write down three to seven traits that you really admire about them or like about them there that really stood out to you. And then basically, from there, he had his like, take, like, look through the list of all three of the people and the three to seven things. And then basically kind of look at a sheet of core values that had like the top hundred core values from, you know, businesses all over the world. And like basically kind of sum up those, basically all those traits within the three to seven things. And really, when you're doing that, even though you're describing the those three people, what you're really doing is describing yourself. [Right.] What are the things that are really important to you and stuff. And there were five that really jumped out on the sheet of like, hey, these are Brian's core values. And, you know, he's like, I want you to take this one off. I'm like, No, that's important. He's like, yeah, that's, that's why it's core. That, that's good. You passed the test, so. Yeah. So I thought that was a really good exercise and things to. And then kind of coming back to that hiring thing. You know, we talked about the personality test and stuff. And he said, How do you make sure someone is like, fits in with your team? And we were brainstorming and coming up with different ideas like, oh, how we do this? And you could ask this question. He's like, guys, just just do this exercise. [Right.] I go, yeah, okay, this works.

S

Steve Trang 1:08:16

Well that's, it was funny, because that's actually in our interview. We, you know, who are three people your most, what do you like about them? And that's, that's part of our interviewing screening process. So very interesting. Was there a book that you've gifted more than any other?

B Brian Snider 1:08:31
Um, I think to really stand out, I'd say Traction, and then Never Split the Difference. These are always the two that that I keep coming back to and I've gifted multiple times, so yeah. [Yeah.]

B Brett Snodgrass 1:08:43
I've actually gifted a book no one's probably heard of, but it really helped me and I gave it to my brother, my dad, and they started buying copies of it, too. And it's a book called The True Measure of a Man. And that's a short book, I highly, highly recommend it. If you're in a season that I have gone through where your identity has been attached to your business. I highly recommend that one. That's been a book, and one book that really, really changed my life earlier, was the Millionaire Next Door. And...

B Brian Snider 1:09:08
That was the first book you gifted to me.

B Brett Snodgrass 1:09:10
Yeah, yeah. And that was just a great book, because it really talked about how most millionaires are really just living next door, and they drive a Ford and he would never tell. The guys driving the brand new Benzes are broke.

S Steve Trang 1:09:23
It's sad only because I remember you gave that presentation. I wrote down that book, The True Measure of a Man. [Yeah.] I haven't taken any action with it.

B Brett Snodgrass 1:09:32
I have about 20 copies. I'm gonna gift it to you.

S Steve Trang 1:09:34
All right. Well, I appreciate that. So I want you guys to think about a thought, something you want to leave the listeners with while I make a few quick announcements. So guys, if you got value today, please like, subscribe, share, comment, it would really help us, help us with the algorithms so we can help more people. We'll have Cody Purtle and Jared Graves

coming in next week from Houston, Texas. And again, we have our workshop next Saturday and Sunday. If you guys wanna check that out, go to disruptors.com/workshop. And then we do have Eric Brewer and the Brewer Method tomorrow, and we're gonna be talking about how he's using novations to just do more deals at larger volumes. It's really kind of crazy how that whole math works.

B

Brian Snider 1:10:16

That's solid stuff, I love that, yeah.

S

Steve Trang 1:10:18

So if you guys want to check that out, again disruptors.com/workshop or BrewerMethod.com. So, last thoughts?

B

Brian Snider 1:10:25

You know, just based off this conversation, some of the things we talked about, I think it really comes down to like figuring out what that purpose is of what you what you kind of wanted. And Brett, you know, we we meet all the time, and he's always asking, like, oh, what's your purpose? Like, what do you want to be doing? And honestly, like, I'm one of those people that like, I've always struggled with that, because I've always just been kind of people pleaser, I just, you give me a task I'm gonna do, I'm gonna do it, well, I'm gonna probably do better than a lot of people, like, I just kind of have to be given that kind of stuff. So it really takes a lot to kind of figure out like, hey, what is my purpose? What do I really want to be doing? So I think coming into, you know, with whatever you're doing in business, whatever you're doing in real estate of kind of figuring out where your niche really is, and what kind of really drives you and what motivates you, and what do you feel? What do you feel that purpose from? And just go out and go after that and tackle that.

S

Steve Trang 1:11:07

Gotcha. Before we go to you, Clay, butted in here with a question. Brian and Brett, what would be the one thing you would change about your business looking back on things since you guys have been together? So start with you.

B

Brian Snider 1:11:20

Um, I think, just kind of chasing after the shiny object syndrome. Instead of not, you know,

not spending enough time to analyze stuff. And we were kind of talking about this last night, I was like, kind of he bought a course one time. And he called me on the phone and said, Hey, we're, you know, I really think we should start doing this. Let's do it. And I said, hey, let's, you know, let's, let's sit down. Let's have lunch next week and talk about it. [Yeah.] And then he called me the next day. He's like, I bought it, I bought the big package. So like, kind of like being like, kind of upfront about like, hey, let's not let's not make any big decisions until we're both on board.

B

Brett Snodgrass 1:11:50

It wasn't a cheap course either; it was like \$40,000.

S

Steve Trang 1:11:51

It was a car.

B

Brian Snider 1:11:52

That one hurt a little bit. So yeah, I think really just kind of taking the time and have those, you know, really, basically, like, kind of the checks and balances are like, hey, before you do anything huge before we do anything huge, let's, let's make sure we're both on board before we do it.

S

Steve Trang 1:12:05

Yeah, my partner probably feels that way about me. So, anything, how would you answer Clay's question?

B

Brett Snodgrass 1:12:11

Uh, my answer earlier would be scale earlier, right? Because I have for six, seven years, I was a one man show. And then once we started building a team, I just wish that I, you know, would have probably went through this process a little bit earlier, had the courage to do it. [Yeah] To step out. So, [Gotcha.] for me.

S

Steve Trang 1:12:33

And then what last thoughts, you know, the the listeners with?

B Brett Snodgrass 1:12:35
Um, I'll leave you with this is there's an author and coach named Dan Sullivan. And I kind of went to this process when I, when I made this decision, and he calls it the four C's. And so and you can kind of do this with anything, when you're gonna make a big decision to buy anything, just commit to it. Number one, you got to just go all in commit to it. The second one is have courage. Takes a lot of courage to step out. Takes a lot of courage to step in. Right? Same thing. The next one is once you get the courage, you get the capability, so you get the skills to do it. And then last is you get the confidence. So those are some of the steps I committed to stepping out. I had the courage to do it. It's not easy. Now I'm starting... I'm getting the capability, they're getting the skills to do it. And then now they're doing so well, it gives me confidence,

S Steve Trang 1:13:16
[Right.] Yeah, Dan Sullivan's great. So I'm assuming you've gone through she's she... Strategic Coach.

B Brett Snodgrass 1:13:22
I haven't actually done I've read a lot of his books but I haven't I haven't gone through the actual programs.

S Steve Trang 1:13:26
Yeah, I've gone through it's pretty good program. [Awesome.] Yep. All right. So if someone wanted to get a hold of you, how would they do that?

B Brett Snodgrass 1:13:33
I would just probably shoot me an email it's Brett@simplewholesaling.com.

B Brian Snider 1:13:39
Same here, it' Brian@simplewholesaling.com, so...

S Steve Trang 1:13:42
All right, perfect. All right. Great show, guys. Thank you so much.

B Brett Snodgrass 1:13:45
Thanks, Steve.

S Steve Trang 1:13:46
Thanks for flying in.

B Brett Snodgrass 1:13:46
Appreciate it.

B Brian Snider 1:13:47
Yeah, thanks a lot, man.

B Brett Snodgrass 1:13:48
Yeah, awesome.

S Steve Trang 1:13:48
Appreciate it. Thank you guys. Thank you guys.