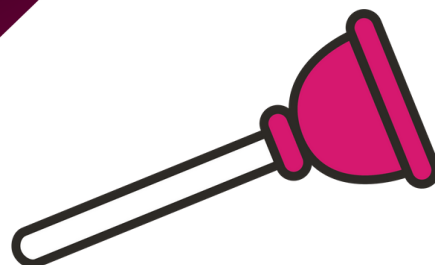




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2025 Agenda Clearwater, FL

October 6th - 9th



1-TOM-PLUMBER

Monday Agenda

Rookie Camp - Day 1

October 6, 2025

8:00 AM – 8:15 AM	Introductions & Opening Remarks: Presented by Mike Hubbard & Erin Hanlon Welcome session to set the tone for the day and introduce key leaders.
8:15 AM – 8:30 AM	Compliance: Presented by Billy Haulenbeek & Ben Gruenstein Important compliance protocols and best practices for staying within guidelines.
8:30 AM – 9:00 AM	Profitability: Presented by Phil Rosebrook Building a strong foundation for long-term profitable growth.
9:00 AM – 9:30 AM	Drains, Jets, and Digs: Presented by Kevin Kittel Technical session on key service areas and operational execution.
9:30 AM – 9:45 AM	Break
9:45 AM – 10:00 AM	Don't Settle for Good – Lion Mentality Presented by Rocky Hensley Mindset session focused on striving for excellence and mental toughness.
10:00 AM – 10:15 AM	High Producing Salespeople : Presented by Mike Wilson & Leah Hanlon What top performers are doing differently in the field.
10:15 AM – 10:30 AM	Following the Checklist Presented by Mike Hubbard, Larry Maddin & Eric Campbell Ensuring process consistency for reliable outcomes.
10:30 AM – 10:45 AM	Reviews Presented by Randy & Becky Fowler How to gather, manage, and leverage customer feedback effectively.

Monday Agenda

Rookie Camp - Day 1

October 6, 2025

10:45 AM – 11:00 AM	Culture & Training Meetings: Presented by Kevin Kittel & Coral Martin Importance of consistent training and building a winning culture.
11:00 AM – 11:30 AM	Extreme Ownership Presented by Chris Nurdyke 4 key areas to take full accountability and drive team performance.
11:30 AM – 12:00 PM	Q&A Session Open floor for questions, reflections, and clarification on the morning's content.
12:00 PM	Lunch Boxes for Rookie Camp attendees & Golf Outing Grab-and-go lunch followed by the afternoon golf outing. Enjoy networking in a relaxed setting.
1:00 PM	Golf Outing – Arrival Time All participants must be at the course by 1:00 PM if playing. 📍 525 N Betty Ln, Clearwater, FL 33755
1:30 PM	Golf Outing Enjoy a casual, fun afternoon of golf and networking. Transportation details as applicable.
7:00 PM	Cocktail Reception Relax, unwind, and connect after a full day. 📍 Sheraton Sand Key Resort