



THE LANDGEEK

The Art of Passive Income Podcast With Mark Podolsky, AKA The Land Geek

Mark and Scott talk with: Aaron Williams – BearLandProperty.com, Mike Zaino – TheLandGuru.com, Tate Litchfield - FrontierPropertiesUSA.com, and Mimi Schmidt – PartNParcelProperties.com on the Land Geek Round Table

Transcript

Mark: Hey it's Mark Podolsky, The Land Geek with your favorite nichey real estate website TheLandGeek.com and for this week's Round Table we only have a few of us today. Eric the 'Technician' Peterson is on spring break with the family, Scott Bossman is doing Bossman like things. But we've got 'Bear Land' Aaron. 'Bear Land' Aaron, how are you?

Aaron: Hey everybody. I'm doing well.

Mark: We've got the most feared woman in the country the 'Terrorist Hunter' Mimi Schmidt'. Mimi, how are you?

Mimi: I'm great. How are you?

Mark: Great, great. Glad to have you on the call and breath in the mailing, breath out the marketing the 'Zen Master' Mike Zaino. What's up Mike?

Mike: Hey. How's it going?

Mark: Good to see you.

Mike: Same here.

Mark: And of course I love it when you call me 'Big Poppa' Tate Litchfield. Tate, how are you?

Tate: I'm happy, doing well. Happy to be on the call again. Happy to have you back.

Mark: I'm glad to be back. Seattle was... I don't know. It was a nice big city, cold and rainy, cloudy, it's a good place to go if you are terminally depressed it's like just phenomenal for that but the food was really good. And last, but not least, you know him, you love him 'The Brain', 'the Professor', your land geek Sherpa for our Flight School Scott Todd from ScottTodd.net, LandModo.com and most importantly if you're not automating your Craigslist and your Facebook postings PostingDomination.com/TheLandGeek. Scott Todd, how are you?

Scott: Mark I'm great but I want to continue with something you just said. You said that the food was good right?

Mark: Honestly like I think a lot of people when they go on vacation and I was talking to the kids about this they want to go get some culture, or maybe they want to do something relaxing. The Podolsky family we do one thing we eat.

Scott: Yeah. So Tate when we were recording live...

Tate: No, no, no.

Scott: No, no hold on. Hear me out, hear me out. When we were recording our Round Table last week without you Tate told us you were at his favorite restaurant, the cheesecake factory.

Tate: No I didn't say it that way. I didn't put it that way Scott.

Scott: The cheesecake factory how was it Mark? How was the cheesecake factory?

Mark: All right. You know what, it's so wrong to even discuss on so many different levels, I'm not even going to engage but I will answer 'Bear Land' Aarons very fair question how was the coffee? My wife loves Starbucks,

loves Starbucks. In fact if I simply bought a share of Starbucks every time we bought a cup of coffee I'd be all over.

Anyways, that being said, we went to the roastery the Reserve Roastery there's only one in Seattle, one in New York three times. Now you can't get the regular sugary drinks there, it's like real coffee connoisseur stuff and even the kids were like this is really cool. So that part was great. Did we go to the hipster Seattle coffee shops? You know no. Did I try to stretch my ears with all those little things? No. Did I try to grow a hipster beard? No, I just avoided all that but it really was fun.

Scott: But how was the cheesecake factory?

Mark: You know what you just got to let that thing go. First of all you know it's all about Panera bread okay.

Scott: Is it? Is it?

Mark: And we did not go to Panera bread. That being said before we left my son got sick and he kept asking for Panera bread chicken noodles soup and every time we went I told him the story about you.

Scott: Yeah.

Mark: Yeah, every time. He's like dad I know the story. I'm like it's just going to get better in time.

Scott: Yes it's just going to you know. I can't wait to ask your family how the cheesecake factory was since you won't discuss it. It's okay we can move on with the podcast.

Mark: All right. Let's just discuss our Round Table topic which is hiring virtual assistant. Now we all know some of the places we can go to hire a virtual assistant. Now my favorite place is obviously The Land Geek VA's they're great. There's another group out there I think that's gaining traction, they are based in the Philippines I think it's called of LandMasters.US. Is that right? I've not heard anything good or bad about them, but they're there. There is UpWork.com, there's Fiverr.com, and there is a plethora of sites.

Like first of all can we all just agree that if you're not using global talent you're missing out because it's just the best time ever to be an entrepreneur and tap into this global talent that you can get at a fraction of the cost you can get in the US. You don't have to about benefits and essentially it's just the best way to get things done. The question is hiring them how do you

stress test? How do you know if your VA is going to be an A player or a B player or you know somebody that you're going to have to fire in a week. So let's start with somebody who's... she should just brag. She's managed over 150 people, a massive team in the US but now is like the VA master. Mimi Schmidt what is your process of hiring a top-notch A player VA? What do you look for? How do you test them? How do you know before you're like okay I'm going to hire this person?

Mimi: I don't post ads out on UpWork or Fiverr. I will create the ad because I have to invite folks to it eventually right but I'll go look for people that meet my criteria and then I'll create my ad and the more specific you make that ad the better qualified person you'll find. And then I'll invite 5 or 10 folks to the ad and then I'll look through the folks that have the have responded.

I've found the best way to really assess people is to actually see their work and so like recently I hired maybe two months ago two ad writers and so it's interesting learning their strengths. And just I like to have folks do things that they're good at. So by testing them right they're both are morphing into different kinds, doing different things based on their skill set but sometimes I'll wing it. Sometimes I've winged it on Upwork and I've found great people that have worked for me for more than two years that I paid \$4 or \$6 an hour that I just continually give more responsibility and more money.

I do think that you've got to take the time to train people though too and that iterative approach; give them something to do. I had an ad poster do my Land Modo deal of the week. She said she did it and I never got the response. So this Thursday we're going to have to iterate around and see what she is not doing right but we've got to give these folks I'd say a month, six weeks depends on how fast you're giving them the work to really teach them how to do it appropriately with videos and documents to refer back to and you have to be able to give them time to answer your questions. So I find that most of them you know they have the will to do it. They really want to try hard the folks that you find on Fiverr and Upwork it's just sometimes the skill doesn't work, but that's my two cents.

Mark: All right wow. So just to be clear you don't create a general ad let's say for an ad writer? You go out and you are proactively searching for those people first then you're inviting them to your jobs, is that right?

Mimi: Right. I don't want to get flooded with a hundred resumes to look through that's too much. I want to go find people that... I don't people applying that don't have the background. So I'll make a job description. I'll look and find the people and then invite them to the job.

Mark: That's super-efficient. Now let's say its 10 people that you invite will you give any type of test from there or do you just hire them, see their work for a month or six weeks and then decide? Then how many do you hire at once?

Mimi: Two for a job usually and then I will all just hire them and start giving them the work. We usually have like a Skype call and interview and we'll ask questions and things like that but I'll usually just hire them and give them a shot and time will tell.

Mark: Do you waste time with references?

Mimi: No, I don't and it's to the point where I've got a pretty good bank of training materials now that I can give them access and tell them what I need them to go through and then once a week I just follow up with them and I give them a little bit more, a little bit more. Review last week's work to work out any kinks.

Mark: Wow that's really a detailed answer. Mike Zaino are you doing anything differently than Mimi?

Mike: There you go. Can you hear me? Yeah I am.

Mark: I can hear you.

Mike: That was a great, great answer Mimi. I think it's difficult working with VAs right in the beginning because I find that people just because they have a great kind of biography about what they've done, references it doesn't mean anything. We can try to also basically over - you know when you're trying to train people you can give them too much detail. I think what a good VA and how you season them is you let them think for themselves. You give them some parameters and you let them make the mistakes and then you point out the mistakes and then you want them to have the ability to really think for themselves. Sometimes they'll ask questions if it's an obvious question maybe I won't write back right away; maybe I'll wait to see if they can figure it out. I want someone who has got that ability to think right and not just be literally it tough because sometimes especially with the language barrier when you're working with someone from another country what you say literally is what they do sometimes and that could be difficult.

So you give them a set of guidelines and you let them follow them and you check their work. For instance I'll have someone scrub a list I won't have them scrub 200 names I would have them do 5 or 6 let me check their work

correct it, 5 or 6 check their work and then when I feel like they've got it let them go otherwise that's a recipe for disaster. So you do have to slowly season them, you have to give them more and more responsibilities as they are ready for it and you know complement them. I don't think... let them know when they make a mistake you know because they are very apologetic you know a lot of people and you let them know it's not their fault because ultimately it's our fault, we're the ones training them. So you own that and you let them know you know I'm sorry I wasn't clear, this is what I wanted. It's a really a relationship building process and it could be heartbreaking because you've got to go through a few good ones to get to that right. It's like any other relationship it takes time to develop.

Mark: Yeah, I love that. I'd like to know do you do any kind of stress test before you hire?

Mike: Well I always want them to have them accomplish something. So the stress test I guess is if they can actually pull off the you know, hey here's a sample of what I'm looking for you to do can you make it happen and you know maybe not give them really, really intricate details. Give them kind of a base description of what I want done that allows you to see how well they think for themselves. So I guess that could be stressful if they're looking for exact, like minute details they have to kind of interpret it and you see who you're dealing with. Again but you own if there's mistakes you let them. But yeah I think they're just stressful to somebody in the sense that they don't have every minute detail they just have gross description of what you want done and see what they do with it and know they're going to make mistakes but be okay with it, it's just how they recover. We all make mistakes it's how they recover from them, how they follow up from them.

Mark: Yeah, okay great, great. The 'Big Poppa' Tate Litchfield what are you doing differently than Mimi and Mike?

Tate: You know I pretty much do the same thing. I hire fast but I fire fast as well. I mean I will hire a lot of people very quickly and I'll let them know hey I'm basically going to compare and contrast your work against the four other individuals and the two that perform the best are the ones that I'll keep. So that's always been my approach. I try to lay out fairly decent instructions for them but as Mike said I want to have somebody who is a critical thinker, who can solve problems working for me.

Because the idea behind a VA is to make my life better, make my life easier, reduce some work for me and if's my VA needs to contact me two-three times a day to get help or clarification and all they needed to do was you know dive a little bit deeper into the instructions or figure out a new way to

get around that link not working you know that's not really the person I want to employ unfortunately. So I'm a big believer in you hire the best performer out there and as Mike said all of the VAs that I've worked with have been fairly decent. When I find somebody that I really like I'll give him more and more work based on their experience and the amount of trust that they've earned from me and I've got VAs who we've been employing for years now and they're fantastic. I mean, it is never been easier to outsource honestly.

Mark: When you write your ad though are you doing the Mimi approach or are going to do more of a general approach?

Tate: It depends on the position right. If it's a really important position maybe like an assistant or an intake manager or help on the sales side I'm going to go out and find a few qualified people for it. If it's something that is not as important or not is finicky like if I need somebody to help me with sending out offers or basic due diligence you know anybody that has access to stable Internet and they can you know watch a video can do that task for me. So I mean a lot of the stuff I don't really need to post ads for because most of the time I can contact Danielle at The Land Geek VAs and tell her what I'm looking for and she can either give me a name or a reference of somebody who's capable of or you know sure enough they can do it for me immediately without any training. So I haven't had to train a lot of people in recent weeks or even a year or so because they already seem to know what they're doing.

Mark: Yeah I know. Now would you do a stress test before you hire?

Tate: Well yeah, I'm going to want to see what they're doing, what they're capable all right, especially if it's somebody new. Like I said I hire fast and I fire fast. So I'll extend the job opportunity to maybe a dozen people and whoever does the best work on that job or can provide the best details or even if somebody comes back to me and says here's the best I could do it might not be perfect but I'm always interested in improving you know. Please help me improve that's the kind of person I want to work for and so you yeah always stress test.

Mark: All right. Well before we can discuss Todd I just want to remind everybody that today's podcast is sponsored by Flight School. Learn more about Flight School and Flight School Live just go to TheLandGeek.com/Training. Schedule a call with the 'Zen Master' Mike Zaino or the Bossman, the Nite Cap Meister' Scott Bossman and that would be great. So if you don't know about Flight School it is the way to get going in this business and your Flight School Sherpa is Scott Todd who has done over

800 deals, he will take you from newbie all the way to being Obi-Wan Kenobi up that mountain. So just go to TheLandGeek.com/Training. Scott Todd what do you do when you're hiring your VAs.

Scott: First of all, I don't eat at the cheesecake factory [00:17:01] [indiscernible]. But beyond that I did that just for Mimi because Mimi has been enjoying this cheesecake factory thing. Now he's the deal first of all I have kind of a... the rule is that if they're going to talk on my behalf meaning like intake manager or sales manager, salesperson well then I'm going to interview them. So what I'll do is I'll post a position then I'll interview them and for every position I give them a test and I don't mean it to be like okay you've got to jump through this hoops before I'll hire you. I'm looking for certain qualities.

So salesperson what's important to me is that they follow up, so I want persistence. So what I'll do is I might say like after the interview like okay, listen I'm going to make a decision tomorrow I'll let you know and then I want to see are they going to follow up with me, are they going to stalk me, are they going to haunt me and I'll delay it. Think of it like a customer, I pretend like I am a customer Ah I haven't decided yet, maybe tomorrow. I'm not sure. Are they going to follow up on the next day? Are they going to text me? Are they going to call me? Are they going to give up after two times? Okay so that's important.

For people that are not or for positions that are not customer facing if you will they're basically for my benefit they're just saving me time, these positions I do not interview for. I don't interview them I will look at their qualifications; I'll choose two or three that I think are good. I will hire them and then I'll give them an onboarding test. Like basically they don't know it's a test but what I tell them is, "Hey listen here is your first assignment. Your first assignment is to go do this thing." And the thing about this little assignment is that it's one that I've already done, it's not something new, it's not a new list.

Like the due diligence one it's the same due diligence one every single time. I know what the answers are, I know what I'm looking for, I know what I'm happy with and I give them this thing that I've already done the due diligence on myself and I see what they come back with. Did they find something new? Did they not find something? And so is a little test but they don't know it's a test they think it's their first assignment. So then they're going to go out and going to do this thing. I'm going to see how long it take them because I know what's acceptable and what's not and then I'll make a decision.

Do I give them more or do I cut them lose because it's not like you've got to... I always joke you don't have to be the Donald Trump here when you're firing VAs and saying, "You're fired." You don't do that. What you do is you just say hey thanks a lot, I appreciated working with you. I'm going to go in a different direction and then you part ways that's what you do. So you know that's kind of like my strategy that's there and you know I will look for ways that I give someone an initial assignment but again it's something that I've already done myself, I know what the answers are and what success looks like.

Mark: Yeah. I have a buddy who is a dentist and what he'll do for his stress test is he'll have his assistant that's being interviewed have to go out and make him a sandwich and he'll say this is the sandwich I want and he'll purposely put on there a kind of cheese that the store doesn't have and then he'll see how do they handle it. Will they just say oh they just don't have that cheese? Will they go to a couple of other different stores? Like how will they improvise when they literally can't do it and then based on that he either hires them or he doesn't.

So I always thought if we could apply something like that to know like are they going to go above and beyond then we know we've got somebody who's going to think for themselves. It's like oh they don't have that type of cheese I'll just make up a cheese because Tate is on the call like Jarlsberg. Is that a cheese Tate?

Tate: I don't know.

Mark: You love cheese.

Tate: Yeah, but I mean...

Mark: What a kind of cheese?

Tate: Like a Gouda or something. I don't know.

Mimi: Yeah.

Mark: Something that you can't get.

Mimi: Truffle Gouda.

Tate: Yeah.

Mark: All right so duffle gouda.

Mike: I don't know what the right answer is. What would you do Mark?

Mark: I would say I asked the person at the counter. You know first of all I called three other stores they don't have duffle gouda. So I asked the person who is a cheese connoisseur at the counter this is the most similar to duffle gouda.

Tate: Truffle gouda.

Mark: Truffle gouda or whatever it is.

Tate: But duffle gouda sounds interesting.

Mimi: Thank you.

Aaron: That was grown in the bag.

Mark: All right. So 'Bear Land' Aaron what is your big takeaway from everyone's answers about hiring a virtual assistant?

Aaron: The stress test is something that's pretty important because you know whether you do it before or after you hire them you want to make sure that they're going to be up to task and that you're not going to be continually paying somebody that's not doing the things that you need him to do. I like the idea of letting somebody go and seeing how they solve the problem. You know not micromanaging their whole process because it may not be how they work best to return the same result that you want at the end anyway.

I know there are some tasks that I hire out that I've got a video recording of and I want it exactly like that because it may be something like pictures that need to fit a format for a webpage or something like that so I don't want them all kinds of different sizes and resolutions the stuff I want it in a certain way. So you know that might be something that's pretty specific and I want them to watch a quick video and decide if they want to do it and then if they do and they return good results we're good to go.

Something that's maybe a more complex task, you know, I just recently did one in kind of a little bit like Mimi. I requested people to interview for the job, although I did post it public too just to see if there's anybody great out there that didn't necessarily fit the keywords of that job description. But you know nonetheless like everybody that is applying gets a job to do a stress test, you know, and that will weed out people pretty quickly that are either

aren't up to the task or don't want to do it and that's okay. So I really like all that and then of course I like the fact that, you know, if you don't want to go through the trouble we can always give it The Land Geek VAs and have solve your problems for you too.

Mark: Yeah, absolutely. You know, I just thought of a great interview question and especially if let's it's going to be an ad writer. You're at the cheesecake factory what cheesecake would you order and why? So Tate how would you answer that question?

Tate: Oh I don't eat at a cheesecake factory it's too loud.

Mark: And right there you'll get hired. Right there he's, "Okay I'm a kind of person that doesn't eat cheesecake factory."

Mike: I just love the cheesecake factory come on.

Tate: It's too loud Mike. It's too loud. We had this discussion last week and I'm sure the audience does want to go down this route again but...

Mike: But I do have a saying over there it goes like this ironically enough cheese only because there's so many different kinds of cheesecakes and you always are disappointed. It's the cheese only, the regular traditional cheesecake. So we say, "Cheese only." That's what I would say Mark.

Tate: Hire, you're hired.

Mark: I like that answer. You know it's funny because I do like the cheesecake factory I'm just joking just for their cheesecake I find that the food... You know what it is kind of like it's just consistent above average food, like huge portions is what I find. So we just go there for cheesecake and you know my wife is more fruity and I'm more chocolaty so it's a really great way to fight. It's like a marital conflict at cheesecake factory every time. She's like key lime really and then like I make like a dismissive comment about her taste buds and then I'm like oh let's go with like the Oreo cookie and she's like are you a child and then we start fighting like don't call me a child kind of thing and then you know.

Tate: That's Mark walking home.

Mark: And then I'm walking home and then eventually I'm eating key lime cheesecake, so no I joke. Honey if you're listening to this I'm just joking I hope you know that. It's all for entertainment purposes. I love going to cheesecake factory with you because we each get our own individual

cheesecakes and that way everyone's happy except for of course the scale. All right Scott Todd you're like afraid to talk now.

Scott: I'm just wondering like I just trying to see how all these played out at the cheesecake factory in Seattle. I'm just.... I'm just...

Tate: It's like 90% of it is your fault. So it's your job to ties us back to...

Scott: No, you're the one that said last week Tate. We can rewind the tape.

Tate: I said he's eating at one of my favorite cheese factories.

[00:26:45] [indiscernible]

Scott: I mean which other cheese factory would then be except for the cheesecake factory?

Tate: Argh Scott that's it we're doing Flight School Live in Seattle and I'm going to make Scott fly all the way across the country so we can go there.

Mark: Best mac & cheese in the country [00:27:00] [indiscernible]. Although I don't know we've got to give apologies to Wisconsin you know they're probably the best it's a dairy state.

Mimi: Scott's not here to defend it, yep.

Mark: Yeah. It's got to be up there Tate.

Tate: Yeah.

Mark: You know. The thing is I don't even know what this cheesecake factory joke is all about, I wasn't even here.

Tate: It really wasn't a great joke but you know. Just because you're such a foodie the fact that you would be in Seattle eating cheesecake factory when you could eat at so many other amazing restaurants. I mean nothing against cheesecake factories as long as you reach there before...

Mimi: Sometimes when you're with the kids you've got to go to a place that has a thousand menu items so that everyone can find something that they like.

Tate: True.

Mark: Sure that is true. You what's funny is one of my favorite scenes and I showed the kids the scene is from *The Office* where Michael is in New York and he is telling the camera I'm going to give myself a New York slice and you see him walking to the Sbarro. I love that scene; it kind of reminds me of that. So I thought this was a great Round Table discussion and hopefully the listeners are going to completely ignore the whole cheesecake factory digression and really focus on the meat of this which is some of the best ways to hire and stress test a virtual assistant and where to go.

So, we are now at that point in the podcast where we're going to pick on Mimi and ask her for the tip of the week: a website, a resource, a book something actionable for the Art of Passive Income listeners to go improve their businesses, improve their lives. What have you got?

Mimi: Well, I'm just going to say on point HireMyMom.com. All of my US-based VAs are stay at home moms: my intake manager and both my ad copywriters. So they are a great resource and I know a lot of folks that have had really good luck with them lately.

Tate: I've had really good success there.

Mark: HireMyMom.com. You have two Tate?

Tate: Mm.

Mark: 'Bear Land' Aaron...

Tate: There you can find some really high quality individuals with great education, great backgrounds, great experience levels and they're just looking to supplement some income and do it kind of as a side hustle. It's a really good platform.

Mimi: Like ad copywriters. People who have English as a first language are a good choice I believe because Craigslist you want your uniqueness rating to stay strong and first language English speakers can come up with five ways to say adventurous. Their command of the vocabularies is much stronger.

Mark: Right. Cake of cheese something like that. Mimi is like that just wasn't...

Mimi: [00:30:01] [indiscernible], right?

Mark: Yeah.

Mimi: They can come up with lots of different ways to say things.

Mark: There it is HireMyMom.com. All right fantastic. Well I thought this was a really fun Round Table and hopefully everyone knows that we're just having a good time and will support us and please do that. Please subscribe, rate and review the podcast, send us a screenshot of that review to Support@TheLandGeek.com we're going to send you for free the \$97 *Passive Income Launch Kit*. Tate are we good?

Tate: Yep, we're good.

Mark: 'Bear Land' Aaron are we good?

Aaron: Yeah, we're great.

Mark: Zen Master?

Mike: Perfect. I loved it.

Mark: Perfect. Mimi?

Mimi: Yeah. Can I ask a housekeeping question? Are we doing the anniversary Nite Cap this week?

Mark: Mike?

Mike: Yes, we are. But this will be recorded next week. So you've already have seen it successfully played out. I won't let the godfather down again.

Mark: All right now we're even.

Mike: Help me raise it up.

Mimi: I want to be there.

Mike: I felt so bad that night. Now I can... Anyway it went great. It happened last week it went great.

Mimi: I showed up for the accountability thing module. In fact it was awesome.

Mike: Now I know, thank you. I'm saying that because this is going to play next week. So we already did the Nite Cap union and it was awesome.

Aaron: That's so cute.

Mike: All right.

Mark: Well great, great. Scott Todd are we good?

Scott: We are very good Mark, thanks.

Mark: Well thanks everybody and we'll see everyone next week. All right, I think we might have gone too far with the cheesecake thing.

Tate: Not at all. In fact I've got a question.

Mark: Yeah.

Tate: Would you rather spend a Saturday afternoon at cheesecake factory or Panera bread? That's the question I submitted.

Mark: I don't even have to think about that. That's easy.

Mike: Cheesecake factory.

Mimi: Panera.

Tate: I'd go to cheesecake but I'd have it to go.

Mimi: There you go.

Scott: No, no Tate. You don't have a choice here man. You either have to spend the afternoon at Panera Bread or the afternoon at the cheesecake.

Mike: He'll pick option C. Option C for Tate.

Scott: You can't dictate it.

Mimi: You're right it's loud. It's crazy loud.

Tate: It's super loud.

Mimi: And it's so open right and then the volume just...

Tate: It's just not a pleasant dining experience it's just too loud.

Mimi: Okay.

Scott: Can't you seat outside of the cheesecake factory? I guess not.

Tate: Yeah.

Mark: Yeah, they allow outside sitting.

Scott: There you go Tate. There you go.

Tate: Then cheesecake.

Mimi: I've got to find a way to bring a cool piece of truffle Gouda at Bootcamp. You've got to try it, it's the best.

Mark: I think you can learn a lot about a person by the type of cheesecake they eat. What do you think?

Mimi: Mm.

Mark: Yeah?

Mimi: Yeah. It's very intuitive. What if they eat it all?

Mark: Yeah, exactly.

Scott: Well if they eat it all what's that saying?

Mimi: I don't have to ride the pelotons frequently.

Scott: No. What if they don't share, does that mean they are selfish? They are like, "No, I don't want Tate's share. I only want the one that I got."

Mimi: Yeah, we have one of those.

Scott: Is that bad?

Mimi: Gets possessive. No, it's just what it is.

Scott: We're what you want, right. Like we'll do anything that you want.

Mike: You should just reach across though without asking and take a dive in with your folk. That's not cool.

Mark: Yeah, that's a cheese faux pas.

Tate: They're mean like [00:34:13] [indiscernible] if you wanted fries you should have ordered some. Quit taking mine.

Mark: Yeah. I think the question is do you go with the whip cream first and then cake or do you go with the crust first? Like I love the crust most.

Tate: Crust first.

Mark: Yeah, always the crust first, right. So oreo crust, graham cracker crust?

Mimi: Oreo crust. I like a little of each: a little of the whip cream, a little of the cheesecake then up.

Mark: Yeah.

Mimi: It's so.

Aaron: They should really make the crust wrap around the whole thing.

Mark: You know what Scott I think Thursday night we'll do cheesecake factory for Bootcamp.

Scott: That sounds like a... That sounds...

Mimi: More like a buzz kill.

Scott: Yeah, I have a couple of pains on that. Number one, that will probably make Tate very happy. Number two, it sounds like if you do that in Scottsdale it sound like you're taking the layout for the restaurant choice because that would be your hometown that you're supposed to like deliver the goods. So if you do the cheesecake factory it's like opting out.

[00:35:25] [indiscernible]

Mark: That's a giveaway.

Scott: See that's kind of a throw down right there. Like you know those are fighting words.

Tate: Yeah, I mean are you going to accept...

Mark: We're not going to eat a cheesecake we're going to do desert a cheesecake.

Tate: Mark are you going to set the standard for 2019 the cheesecake factory; is that what you're trying to do here?

Mark: No, no, no.

Tate: Okay.

Scott: I mean Mike delivered in San Antonio and that's not even his home tuff.

Mimi: The hall was so full.

Mike: I love how Tate and Scott just reunited there against Mark. That was really good.

Scott: Now you see [00:36:06] [indiscernible].

Tate: Yeah, that's it. Next time we go to San Antonio we've got to get that private room that you had to like knock on the door with Mike.

Mimi: Oh yeah.

Tate: A little speak easy.

Mimi: Yeah, way cool.

Mark: That hotel was awesome.

Mimi: That was way better.

Mark: I think the Scottsdale hotel is going to be phenomenal.

Scott: The San Antonio was cool because you could see the homeless people outside like peeing in the street. That was great, right?

Mimi: In San Antonio?

Scott: Yeah.

Mimi: Yeah. Camelback Resort there in Scottsdale is pretty sweet.

Scott: We're not going there.

Mimi: I know. Our hotel is going to be tough to beat - the new one.

Mark: I know.

Mimi: You're saying it's good then that's awesome to hear.

Mark: I think it's going to be great.

Mimi: Yeah, I'm sure of it.

Mark: I haven't seen it myself.

Mimi: It's my three year anniversary.

Mark: What anniversary?

Mimi: This April in Scottsdale it will be my three year anniversary.

Mark: Wow.

Mimi: I know.

Mark: We'll definitely have to celebrate that for sure. You know maybe truffle Gouda.

Mimi: That's right.

Mark: With like three candles. I don't know.

Mimi: [00:37:25] [indiscernible].

Mark: All right. I know Zaino has got a pretentious hard stop. So thanks everybody.

Scott: Thanks Mark.

Mark: And I appreciate all of you. See everyone next week.

[End of Transcript]