



## Podcast Transcript | *The Fix*

**Season 2, Episode 3**

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**Guest:** John and Chris Sbrocco

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**Questions or Feedback:** [thefix@oatey.com](mailto:thefix@oatey.com)

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[music]

**Katherine:** Welcome to *The Fix*, the podcast made for the trades where we sit down with inspiring individuals across the trades to discuss their unique take on the industry including career paths, job site stories, overcoming challenges, and everything in between. I'm your host, Katherine, a marketer here at Oatey, with my cohost and friend, Doug, one of Oatey's resident experts in all things trades. *The Fix* is more than a podcast. It's a community, a community built to support tradespeople and inspire the next generation of essential pros. Let's start the conversation.

[music]

All right, Doug, we've got another really fun conversation today.

**Doug:** Katherine, let me tell you something. I always try to describe to our audience how I'm feeling about the guest. I came up with a perfect scenario.

**Katherine:** Let's hear it.

**Doug:** I'm going through a Burger King drive-through and I order a large fry, right?

**Katherine:** [laughs] Yes.

**Doug:** In the bottom of that large fry, I found two onion rings, Katherine.

**Katherine:** [laughs]

**Doug:** I'm ecstatic about this. Matter of fact, I probably won't even talk again during the show because I just want to sit back and absorb the awesomeness of these two individuals.

**Katherine:** I know. It's going to be great. Well, today we're going to be talking to multi-generational plumbers, and it's really cool to sit back and listen to the story. Chris Sbrocco is with us today, who is one of Oatey's ambassadors. Welcome, Chris.

**Chris:** Thank you for having us.

**Katherine:** I would love for you to introduce who you brought today as we have this conversation and topic.

**Chris:** We brought my uncle John Sbrocco, the man who taught me the trade. Worked for him for 10 years for JR Sbrocco Plumbing, and he taught me almost everything I know.

**John:** Thank you, Chris.

**Katherine:** Welcome, John. It's great to have you here.

**John:** Thank you. It's nice to be here.

**Katherine:** That's great. Well, I'm super excited to have you guys both on. Where I'd like to start is I think we need to start with where your career started, John, and how you got into the trades.

**John:** Well, I probably started probably almost 50 years ago with my uncle. He had stopped by the house to see my father, and I was, I think, 14 years old, sitting by the door, waiting to go out with my friends. When he was ready to leave, he goes, "What are you doing tonight?" I said, "I'm going out to party." He goes, "Would you like to go to work?" He was doing plumbing down at my other uncle's yacht club.

I said, "Yes, I'd go to work." I love working, making the money back then when we were kids. We didn't get no money. We had to work for it. I went with him that night and he showed me what to do. I came to him, I said, "I'm all done." He said, "There's no way you're all done. My guys at work can't do it that fast." He went over and looked at everything I did. He says, "What are you doing this summer?" I was going to school, and he's from Bainbridge. I had to do it. Couldn't work at night, so we had to wait till summer. I started that first summer, I think, when I was 14 years old.

**Katherine:** Wow. You've never left since?

**John:** No. I finished school and I was going to go to college. My dad gave me that opportunity, and I liked it so much, and plus the money was good. I said let me try it for one year and I go, "Dad, will you still send me to school if I don't like it?" I never turned back. I really like what I do every day.

**Katherine:** That's awesome. I want to stop on that too. Was your father supportive of your choice to go into the trades?

**John:** Yes because he knew my uncle would take care of me. That was his brother-in-law, so that was my mother's sister's husband. Their company was Norhio Plumbing, and they're still in business today.

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**Katherine:** Wow. That's pretty cool.

**John:** I worked for them for 20 years to the day. After about five years of working for them, I started doing side jobs. It just got I was working day and night and I just parted with them, but I gave them six months' notice, and we still get along.

**Katherine:** That's great.

**John:** Today, I don't understand how people go to work if they don't like what they're doing every day. I get up, every day is a different day in plumbing, and it's exciting.

**Katherine:** Yes, that's awesome. That's wonderful. Well, thank you so much for sharing that, a little bit of your history. Chris, then tell us how were you inspired by your uncle and how did you get into the trades?

**Chris:** We were at a family party and my father-- I needed a job so he went to the side and he asked my uncle if I could work for him, and I'll never forget, my uncle comes over to the party, he's like, "You ready to work?"

[laughter]

**Chris:** I'm like, "Yes." He brought me on board. It was me, my uncle Mike, and my uncle John. I worked for them and just never looked back. Just seeing how hard they worked and seeing the respect they got on jobs and everything was different. It was very challenging physically and mentally so ultimately, it was "Let's see how good we can get at this."

**Katherine:** Right. John, you talked about how every day is different. Are there some aspects to the job that you love and maybe some aspects of the job that I would rather do without. I'm going to ask the same question over to you, Chris.

**John:** Well, every day you wake up, every job is different. It's always a challenge and plumbing, it's really never the same problem at somebody's house from house out. It's just an opportunity, you got to think. When I started, they didn't have all this equipment where it tells you how to do everything. You could use your phones, you could use cameras now, you could use the scopes.

Back then, we had to use our head, that's the only way, and a lot of labor. We didn't have machinery. I mean, they did but we didn't. Everything was manual. Every day, it's a new day and new job. We do a lot of different things besides, all sorts. We do fire sprinklers, we do sewer, we do gas, we do backflow. We're into so many aspects of plumbing. Every day is different. It seems like we never do the same thing the next day. The part I don't like is the office part.

**Katherine:** Yes, I get it.

**John:** I like to be in the field. That's my preference. Summers, I love being outside, doing the outside.

**Katherine:** Especially in Cleveland, Ohio, right?

**John:** Right.

[laughter]

**Katherine:** We pay for it all winter.

**John:** When we work outside in the winter, we dread it, but once you get going, the mornings are like, "God, do we got to really do this today?" [laughs] Those mornings, you dread, but once you get to work and you're dressed for it, it goes good. It's all good.

**Katherine:** That's great. Do you have a good support staff then in the office for you?

**John:** Yes, we have two people in the office, and there's seven plus me in the field. There were times we had 12 people but I'm getting to that age where we just want to be steady and not be crazy anymore.

**Katherine:** Like on the other end of the table right now?

**John:** Right.

**Katherine:** Yes. [laughs]

**John:** He's all over the place.

[laughter]

**John:** I'm done with that part [unintelligible 00:07:44]

**Chris:** Did you get the number of that bus [unintelligible 00:07:46]

[laughter]

[crosstalk]

**Katherine:** I meant yes, you've got a lot going on and I feel like, Chris, every time I talk to you, you're onto a next adventure. You've got such great ideas. You're such a great entrepreneur. Tell us what are some of the things that you like about the role that you're in and what are some of the things that you don't like?

**Chris:** Well, I love the challenges, trying to figure out what's wrong within certain situations, especially like service work, trying to diagnose what's wrong, where you got a weird leak or smell or something like that. Those are always a big sense of accomplishment when you figure out what's wrong and you figure out how to fix it. Then like high-end installs, real tricky stuff is what I love to do. Then I'd say the hardest part for me is telling a customer that they have a serious problem. They got to spend a lot of money to get it fixed. It just never sits well with me.

**Katherine:** Yes, I can understand that. Do you think that if it wasn't for your uncle, do you think you would be in the trades?

**Chris:** I wouldn't, no. I would not be in the trades if it wasn't for my uncle.

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**Katherine:** That's pretty cool to hear.

**John:** He didn't tell you the true story about him coming to work for me.

**Katherine:** All right. Well, let's lay it out there.

[laughter]

**Doug:** I'm ready to hear this part. I don't even know what it is.

**John:** I don't know if he didn't want to go to school or he got thrown out of college, but his dad had told me, my brother, "You're taking him to work."

[laughter]

**Doug:** Wow, isn't that funny, Katherine? We brought a little truth out there.

**Chris:** That's part of the story.

**John:** [unintelligible 00:09:15]

**Katherine:** You didn't know about that, that your dad [unintelligible 00:09:18].

**John:** I didn't have much of a choice.

[laughter]

**Katherine:** Look how it all worked out, which all worked out well. All right. Well, so, Doug, you want to throw over some of your questions in [unintelligible 00:09:29]

**Doug:** Here's the thing, I was in the field just like you guys for many, many years, and I made a transition here to the manufacturing, but on our podcast, I had shared some funny stories on things that had had happened to me. John, I'm telling you, you and I, we come from the same world. I can't wait to hear your funniest experience that you had in the plumbing world.

**John:** Well, we've had so many. If you ever gone to work, when you go to work with my crew, people, they want us to be on TV. I mean, we're screaming at each other all day long throwing things.

**Doug:** Hilarious.

**John:** It is. I meant people say we got to be on one of them-- what are those shows called?

**Doug:** Reality TV. [laughs]

**John:** Reality TV.

**Katherine:** Doug, I think you just found some *Oatey Raw* participants.

**Doug:** I did, yes.

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**John:** I'll tell you a story about Chris one time he were, so we got [crosstalk] in the Case Western Reserve, right? We're doing all these buildings. We couldn't get in the doors. We're guys that start early in the mornings. I finally talked to big shots there to give me a main key, I could get in a bunch of their buildings, and they said, John, you got to sign your life away.

[laughter]

**John:** If you lose this key, you're done. Well, this was the first day. I gave it to Chris. I said, "Chris-

[laughter]

**John:** -you're responsible. Do not give it to no one. [crosstalk] What do you think, at the end of the day?

**Doug:** He lost the key.

[laughter]

[crosstalk]

**John:** One day, I had to go into that main office with my head between my legs begging this guy. They would not give me another. We had to wait now till eight o'clock for-

**Doug:** Oh, eight o'clock.

**John:** -maintenance guys to come every day to open these doors. I could have just killed him.

[laughter]

**Doug:** For those of you who don't know, in the trades, eight o'clock is almost lunchtime.

[laughter]

**John:** It is.

**Chris:** Geez, Louise. It's a true story.

**Doug:** All right, Chris. Well, we're finding a lot out about you here, my friend.

[laughter]

**Chris:** He goes, "I don't know what to do. I got to let you go."

[laughter]

**Chris:** He was so upset. I remember we were looking at the dumpster for two hours, just like, "I'm not going to find this thing."

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**Katherine:** Oh.

[laughter]

**Katherine:** On the flip side, I'm sure you have a very memorable moment of your uncle John. Do you have anything that is appropriate to share?

**Chris:** Yes, I mean just being on the jobs, and I-- so many different situations where we're in big-time. We're at NASA and you're talking to engineers and everyone's just all eyes on him and him explaining everything, it was just-- so many different situations was-- that's where it was. He was the main man in the room. Everybody was looking at him and listened to what he had to say.

**Doug:** Yes. I've only known John now-- what? 18 minutes, John, I think, I feel we go back decades.

**John:** I'm telling you.

**Doug:** The thing is, just briefly talking to John, I can tell that you're one of those guys that when you're standing up and you're taking the lead position, people trust and have so much confidence in you that they're going to pay attention to that.

**John:** Well, I try and we're with them people-- I'm not a big upselling things. I like fixing because it really makes you feel like-- and it got to the point in this world now that you can't do that no more, that you can't get parts. Looking for parts, main brands, like you guys got your names Oatey on them. Lot of these faucets don't have names on, so you take them apart, I meant motor, you just can't-- It's almost better nowadays, it's throwaway, the way it is, just the way this world is. It just not worth trying to fix anything anymore, and that's what gets me, how things have changed a lot in that.

I'm one that like to see if man, I could fix this. I know I could fix it. All of a sudden, you're spending four hours and this lady is paying it and you could have got something new and you realize that. We do a lot of work in Cleveland Knights and shake rates, and they do not want to replace some of them fixtures and faucets. We do have a name out there for try to baby them and get them along till they're ready to completely remodel. Really-

**Katherine:** Yes, try to fix it.

**John:** -it's hard for the model people to break down to remodel these bathrooms.

**Doug:** There's nothing going in and finding an American Standard four-handled  
[unintelligible 00:13:50]

**John:** There you go.

**Doug:** -about in the bathtub and you were able to fix that sucker [crosstalk]

**John:** They used to have this place progressive, this little place on Mayfield. They had almost every cartridge case, all the old stuff. I'd go in there just it'd be in a candy store.

[laughter]

**Doug:** Yes, absolutely. I tell you what, I'm going to throw something out here. I got to have you guys back. I've been trying to convince Katherine to let me start something late-night called *Oatey Raw*, and you guys would be my first guest, I swear to God.

**Chris:** Let's do it.

**Doug:** Anyhow, great stories and stuff. One of the things that-- because I've been out of the field now for about eight years. I've been fortunate enough to be a part of *Oatey*.

**John:** [unintelligible 00:14:34]

[laughter]

**Doug:** I know. I still show up here every day at six o'clock though, John, you'd be happy.

**John:** [unintelligible 00:14:40]

**Katherine:** He does.

**Doug:** What I'd like to know is, how can you relay to our audience the reason why they should give the technical industry a try?

**John:** Well, the way I look at it, you could make some good money. They have so much for these kids now. Now they have the phones, you could YouTube. These guys got it made. The job's not as hard. You're proud of what you do. You could plumb up a house and you can look back at your work. There's really nobody getting into this business right now, and the way I look at it, if I was his age or even younger, and we just hired a guy 25, I told him--

**Doug:** 25, I got boots older than that, John.

**John:** I'm telling you. I said, "You guys, this is the best thing. You guys could become millionaires, not like us that are killing ourselves." They're going to be able to name their price. Nobody's getting in these trades, and if they are, they're doing multi things and they're hacks at the plumbing part of it, and there's so many problems nowadays because of these other people ripping people off and just-- if you're good, down the line when our things are getting-- I'm going to be 65 this year, I'm getting ready [unintelligible 00:16:09]

**Doug:** [unintelligible 00:16:11] heading home.

[laughter]



**John:** Yes, that's about it, [unintelligible 00:16:14]

**Doug:** [unintelligible 00:16:15] John.

**John:** -because every morning I get out of bed.

**Chris:** You wouldn't think that came on the job with him.

[crosstalk]

**John:** Don't you guys tell me I can't have no more coffee after, damn it.

[laughter]

**John:** They're taking it away from me.

**Chris:** [unintelligible 00:16:29] get him decaf.

**John:** But in the morning, before I have my coffee, it's like, "Do I got to do this again?" Once I have my first cup, I'm getting ready to go.

**Katherine:** You're good.

[laughter]

**John:** It's really a great trade. You learn so much, you're hands-on. I meant I just love what I do. Every day it's something different. Our company's not one to just go and set toilets every day. We do such a variety. We do our own concrete work if we break the floor, we'll do our own landscaping if we take out landscaping, we'll put the bushes back. We're one that stays in on everything we do, we try to put back exactly. It's good for all of us because you're not doing the same thing and getting tired of doing so.

In this field, there's different plumbers you could work with and once you do your own business, you get that fired, and then you could pick and choose what you want, but I think it's a perfect right.

**Doug:** I agree with you a hundred percent.

**Katherine:** Yes. Chris, tell us a little bit about your business and how it's really grown and evolved over the last couple of years, and some of the things that you're doing.

**Chris:** We started off doing some bigger projects and I just didn't think that we were geared for that, got more and more doing service work, and just more having the mindset of bringing people on and teaching them the trade. I don't think still to this day I've ever hired a plumber that had past experience. Everyone that I brought on didn't really-- maybe some handyman experience or whatnot, but I really pride myself with being able to teach the trade and trying to elevate them to help the company out. Sometimes it doesn't always work out. When I teach them, they go on their own,

but that's fine. That's what I want to gear the company towards, teaching the trade, and--

[phone ringing]

**Chris:** You got to answer that, uncle John.

[laughter]

**Doug:** [unintelligible 00:18:35] tell you to silence the phone, John. [crosstalk]

**Chris:** I'm surprised that it didn't ring 20 other times.

[laughter]

**Chris:** Just teaching the trade and having the individuals that come on board, letting them know that we're going to focus on elevating you and your career path in the plumbing trade.

**Katherine:** I know you also work with a local school. Tell us a little bit about that passion and what you do with the Perry Schools.

**Chris:** Yes. They flipped a house. They purchased a home and as they have-- there's two periods a day where they have anywhere from 15 to 20 students in each class period, and basically, we went through the whole mechanical portion of the home, redid the plumbing, and I taught that portion to the class members, and it was pretty cool to see some of the students-- some of the kids didn't really want much to do with it, but a lot of them, really you could see that they were asking questions, attentive, but all in all, whether they chose a career path in the trades or not, they're going to have respect for what we do.

**Katherine:** Absolutely.

**Chris:** They saw that it's not just a plumber's butt crack, putting in the toilet. There's a lot of thought and a lot of process and a lot of knowledge and you have to think on your feet and you have to process. what's going on to make the house operational and to see the kids interacting with that was good.

**Katherine:** Yes. I think what you gave them was that opportunity to show exposure and a lot don't get exposure these days. I think it's a great program just to even-- Like you said, if they're not interested, they get to hear about it so they have a better understanding about all the products and thoughts and what goes through plumbing and water that runs through their house on a daily basis.

**Doug:** Yes, absolutely.

**Chris:** They have to think about their plumbing system. When they grow older, they're going to understand it more.

**Katherine:** It's funny, when I meet someone who doesn't know the brand, Oatey, and they're not in the trades, or just general homeowners, I always tell them like,

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"You use our products every day, you just don't know it, because it's all the things that make sure that all the things in your house actually work."

**Doug:** See at Oatey, we're not sexy, but we make sexy work.

[laughter]

**Katherine:** Well, come on now.

**John:** I love that.

**Doug:** You and I are going to hang out [unintelligible 00:20:54]

**Katherine:** Oh my goodness, the [unintelligible 00:20:57] they just keep on coming. Can you tell me, John, tell me a little bit about some of the biggest challenges that you've seen in the industry over the years. What are some of the big hurdles?

**John:** That we went over?

**Katherine:** Well, just some of the things that you've seen over the last couple of years. What are some of the hurdles that you've seen or challenges?

**John:** Just the bigger jobs we take. Here's the way I was taught when I started. We always had to wait for my uncle to start a job. We would be at this job site and we wait two hours, and he says, "What are you guys sitting in the truck for?" "We're just waiting." I knew he taught us how to-- He says, "Look at this mechanical room. Figure it out. I'm paying you." He always says, "Don't matter how small it is and how big it is. It's the same concept." I always take that as my thinking.

Yes, we've taken on big jobs at NASA, federal government, we've done a lot of work. We do a lot of city work. I'm not afraid to take-- back then, I was, and now I'm getting a little [unintelligible 00:22:13]

[laughter]

**John:** -because all my guys are getting to that age. We got [unintelligible 00:22:18], but they don't want to hear about it. You know what I mean? The biggest hurdle, though, is finding good help. That is the biggest hurdle we have. We did find laborers. They usually last a couple of weeks.

Sometimes they don't even come for their [unintelligible 00:22:39]. There's some good guys. I got Chris, but then, he wanted to try selling [unintelligible 00:22:48] so he had left. You get guys going. A lot of the guys that had quit me though, I've gotten them back now. They all come back. The grass seems to be greener on the other side, that seems to be a true thing. Not all of them, but it's very hard to find people that really want to work every day and come in and show it.

The way I looked at things when I started, I never stood around. There was always something. If I'm at the shop, I'm looking, but these guys sit at the desk [unintelligible 00:23:25] these young kids. I didn't wait [unintelligible 00:23:27].

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See that's got to be picked up. **[unintelligible 00:23:31]** sweep over there. Well, you didn't tell me. Come on. I'm getting the other guy's going. What I see coming in, I'm happy. Like he said, I'm on my third base.

**Doug:** Around the third base.

[crosstalk]

[laughter]

**John:** I don't know if I could put up with it. I don't have the patience anymore. Like I say, we just hired this one 25-year-old kid. You know what? He's only been there-- almost a week he's been there now. He's getting very-- the way I like him. I put him with my one guy, Jeff. I said, "Jeff, I don't have the patience anymore. You guys got to train him." He's been asking, "Could I do this, do this." There is some people out there and there's some that aren't just ready for this. I understand that, but that's the biggest hurdle, is the help.

**Katherine:** Sure, finding talent.

**John:** Finding good talent and keeping it, and having them keep it no matter what. I tried to give them the best. We have insurance, we have 401(k)s, we have the workman's cap, we have the vacation package, we have everything that a union has to offer for a small company, and it's just still hard to find good help.

**Katherine:** Good help, yes.

**Doug:** Or to find guys that can keep track of keys too, John.

[laughter]

**John:** That's true story. My brother, Mike, and then him and his car keys.

[laughter]

**Katherine:** Chris, I'm going to ask you the same, but you can't use talent, because I think we all know that talent coming into the industry is one of the biggest challenges that we see. What are some of the biggest changes you've seen in the industry over the years, and even in the future, as you have come and walked trade shows, and you see new things coming down the pipe? What are some of the bigger changes?

**Chris:** Obviously, there's social media and the ability to go on YouTube channels, and learn and educating, and all that, but there's a downfall to that as well because, for instance, I worked for my uncle for 10 years, and I learned the right way how to do things. Now you can have individuals who can watch a video, but they don't know those little things that took me 10 years to learn, that could cause them either money or cost their customers big problems. That's a big downfall. Everyone's, "Oh, I'll just watch a YouTube video and figure it out." and it's not the case.

**Katherine:** Yes, it doesn't always tell you the whole picture, right?

**Chris:** Yes, it doesn't tell you the whole picture of certain scenarios. Especially in the plumbing trade, we're not dealing with just-- you're not ultimately going to get wet if you mess up. You got mold, you got drainages, sanitary. As plumbers, we protect the health of the nation so there's definitely some seriousness to what we do.

**Doug:** I have to say, Katherine, I'm going to throw this in, because the YouTube thing you brought up, Chris, I agree with. When I first came here, they looked at me because I had some good life experiences, not so good as yours, John, okay?

**John:** We'd be here a couple of months.

[laughter]

**Doug:** They used to come to me and say, "Hey, Doug, I saw this on YouTube." and my first response was, "God, I didn't know your dad did YouTube videos." They'd be like, "Well, it's not my dad." I go, "Oh, brother? Uncle?" "No, I don't know who that is," and I said, "Exactly." What we have to remember is, like you said, Chris, a lot of great information out there, a lot of good young guys like yourself, Chris, sharing that good knowledge that you've got from your uncle John, but there's a lot of other people out there who might have figured out a workaround or something like this.

When I teach solid cementing classes here, I use a speeding ticket scenario. You may miss a bunch of steps, but never experienced failure just depending on your application, but as soon as you get that failure, now you got a speeding ticket, guess what, you'll start to do things right. A lot of these young people, they're seeing misinformation or maybe not complete information, and unfortunately, that's how they're being trained. I agree with you, a lot of positives, but there are a few negatives too.

**Chris:** Absolutely.

**Katherine:** Yes. As we round out this conversation today, the one question I ask everyone is, as you step back, and Chris, I'm going to start with you, what are your hopes, dreams, visions for this industry? If you had young students or parents or guidance counselors here and there, what would you want to tell them about the trades?

**Chris:** There's an opportunity for a lot of exposure to actually show how an amazing career path it can be. Just showing that it is an amazing career, there's challenges, there's no cap to what we can do as plumbers. There's no you learned it all and then you're done. My uncle John who's right across me right now, he's still learning every day. There's so many positives that need to be thrown out there and people need to be exposed to that, and I hope that through all these different avenues, I know there's so many companies like Oatey that is willing to take the time and effort to put that out there, and I think that's super important.

**Katherine:** Yes, for sure. As Doug said, as you're rounding third base, getting ready for retirement, what would you like to see, as you're sitting back in your glory days and enjoying the fruits of your labor, what do you want to see for this industry and what do you hope to see with this industry?

**John:** I'd like to see a good majority of people that are good with their hands get into trades like this, whether it's plumbing, electrical, carpentry. To sit back and see what you did-- Like I said, I don't understand how people go to work every day if they don't like it. I like what I do. I just learned something yesterday and the funny thing was I called this healing guy I knew, and I figured it out while I was waiting for him to answer. It's just things like that. You know what he said to me? "You answer your own two questions before you answered me." It made me feel so good.

It's just-- the trade's beautiful, you can make really good money, and you could be honest on it. You don't have to rip people off in this business to get where-- I did very good. I'm very happy, I got a beautiful house, I got beautiful cars, I have a beautiful family. My life-- and I still like going to work. I might be running third but I'll probably be hanging around for a while, even if I get to come back and help some of these kids get it.

The main thing is get with a good company, a good employer **[unintelligible 00:30:21]** I guess we still send guys to the ABC school. I belong to the PHCC. We have classes there we send guys to. I'm getting a little old and cranky to teach them but my younger guys do it this way. I'm not yelling at all time [laughs] but it's a great trade. I'd back anybody and I'd be glad to help if I do retire, go into these things and get people into these classes if they want to learn, if they want to learn.

**Katherine:** Well, very cool. Well, Chris, thank you so much for coming on today. It's always a pleasure to have you in this building, you know that. It's open to you. We appreciate your partnership, and thank you so much for bringing uncle Johnny. I know you have John. It was really great to hear your story today. Thank you for everything you've done with the trades. I think I see a bromanship happening here between Doug and John, and we look forward to hearing and talking to everyone next time. Thanks so much.

**John:** Thank you for having us.

**Chris:** Thank you, guys.

**Doug:** Thank you.

**Katherine:** Yes.

**John:** Appreciate it.

[music]

**Katherine:** Thanks for joining us on this episode of *The Fix*. Be sure to follow us on your favorite podcast platform so you don't miss our next conversation dropping every Wednesday. If you have feedback about the show or a topic you'd like to see covered, send us an email at [thefix@oatey.com](mailto:thefix@oatey.com) or give us a shout-out on social media. We would love to connect with you. Don't forget, you can get your daily fix by visiting [oatey.com](http://oatey.com), and we'll catch you next time.

[music]

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