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WELCOME TO THE ISLAND OF MAUI, HAWAII

- 7 President's Welcome
- 8 Past Presidents2016 Board Officers
- 9 2016 Directors / RVPs2016 Committee Chairs
- **11** Convention Committee
- 12 Hotel Floorplan
- 13 Convention Information
- 15 Monday Schedule
- 15 Tuesday Schedule

- **15** Wednesday Schedule
- 16 Thursday Schedule
- 20 Friday Schedule
- 27 NARPM® Antitrust Guidelines
- 30 Sponsors
- 31 Exhibit Hall Floorplan
- **32** Exhibitors
- **45** Save the Date for 2017
- **46** Broker/Owner Retreat 2017







ADVERTISERS

- 2 Buildium
- 3 AppFolio
- 4 Rently
- 6 TaskEasy
- 10 Yardi
- 14 RentRange
- 23 PayLease
- 24 Seacoast Commerce Bank
- 25 Zillow Group
- 26 TenantSync
- 26 IPMA -
 - Leading Property Managers of Australia
- 26 Homeworthy Inspection Services
- 28 Chapps
- 29 Property Management, Inc.

- 35 EZInspections
- 35 ThinkRealty Magazine
- 36 ShowMojo
- 36 Equifax
- 37 National Tenant Network
- 38 Hire Smart VAs
- 39 Tenant Turner
- 40 Rentec Direct
- 41 Southwest Recovery Services
- 42 Time Communications
- 43 First Home Solutions
- 44 Propertyware
- 47 RentPath
- 48 Rent Manager



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Aloha, NARPM® Colleagues,

It is my pleasure and honor to welcome you to the 28th Annual NARPM® Convention and Trade Show, celebrating Kūlia I ka nu'u, "Strive for the Summit." Lisa Fore, MPM® RMP®, 2016 Convention Committee Chair, and Carla Earnest, CMP, NARPM® Convention Planner, along with a team of dedicated volunteers, have put together an amazing event to help you Strive for Your Summit.



The 8th Annual NARPM® Past Presidents' Charity Tournament on Tuesday, October 18, will

help raise funds for the American Stroke Association. The golf event is led by Past Presidents James Tungsvik, MPM® RMP®, and Mike Mengden, MPM® RMP®. We will be playing at the Wailea Gold Golf Course. It's hard to imagine a more picturesque Hawaiian vista.

A First-Time Attendee Welcome/Orientation & Coffee will take place after golf and before the President's Celebration. If this is your first Convention, please come to this event to meet the NARPM® National Leadership and to learn how to get the most from your Convention experience.

The "Strive for the Summit" President's Celebration will take place on the hotel grounds and will be an evening Hawaiian Luau (ticketed event). There will be no buses to wait for and members can enjoy the event as long as they like.

Wednesday morning kicks off with the Business Leader Development presentation with Steve Donahue, which is included in your full Convention ticket this year. Learn how to build an epic organization with Steve's guidance. Then, the Opening Session will feature "The Dean of Destiny", Patrick Snow. Patrick is an international best-selling author who will inspire us to get exactly what we want out of life and work. This will be followed by the Exhibit Hall Grand Opening/Trade Show and Reception.

Thursday starts off with our General Session speaker, Steve Rizzo, who will help us get our shift together. For the remainder of the Thursday and Friday Workshops, the Committee has planned three different tracks from which to choose: Broker/Owners, Property Managers, and All Members. The Workshops are loaded with information FOR property managers, ABOUT property management, and TAUGHT by property managers. These will wrap up around 3:00 pm each day, so that you have time to also enjoy the island and networking with each other.

The Closing Session will feature Tadia Rice, President of the Hawaii Speakers Association, who will share the wisdom of Hawaii's "Aloha Spirit." Then, join us Friday evening for a Reception/Dinner and Designation Program, also included in the full Convention ticket price this year, and the welcome of our 2017 NARPM® President, Steve Schultz, MPM® RMP®. Fun entertainment will follow that will be captivating for everyone in attendance.

Mahalo and Enjoy!

Bart Sturzl, MPM® RMP® 2016 NARPM® President

Past Presidents

1987-88
1988-90
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2016Board \mathcal{O} FFICERS

President

Bart Sturzl, MPM® RMP® 512-693-4772 / 512-693-4773 fax president@narpm.org

Past President

Andrew Propst, MPM® RMP® 208-377-3227 / 208-376-3884 fax pastpresident@narpm.org

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Steve Schultz, MPM® RMP® 520-780-7888 / 520-844-6296 fax presidentelect@narpm.org

Treasurer

Brian Birdy, MPM® RMP® 210-524-9400 / 210-524-9404 fax treasurer@narpm.org

2016 \mathcal{D} irectors / \mathcal{R} vps

Atlantic Region

Traci Lewis VanCamp, MPM® RMP® 757-641-1567 / 757-961-6138 fax southeastrvp@narpm.org

Central Region

Tracey Norris, MPM® RMP® 830-625-8065 / 830-625-3633 fax centralrvp@narpm.org

Pacific & Pacific Islands Region

Keith Becker, MPM® RMP® 707-523-4500 / 707-523-0948 fax pacificrvp@narpm.org pacificislandsrvp@narpm.org

Southwest Region

Mike Mumford, MPM® RMP® 480-969-1818 / 480-464-0851 fax southwestrvp@narpm.org

Southeast Region

Eric Wetherington, MPM® RMP® 843-202-2130 / 843-746-4800 fax southeastrvp@narpm.org

Northwest Region

Kellie Tollifson, MPM® RMP® 425-485-1800 / 425-485-1800 fax northwestrvp@narpm.org

2016 Committee Chairs

Communications

Ari Lund, MPM® RMP® 214-522-5700 / 214-522-9985 fax communicationschair@narpm.org

Finance

Brian Birdy, MPM® RMP® 210-524-9400 / 210-524-9404 fax treasurer@narpm.org

Member Services

James Alderson, MPM® RMP® 210-325-7905 / 210-579-9451 fax memberserviceschair@narpm.org

Professional Development

Lynn Sedlack, MPM[®] RMP[®] 651-777-5500 / 651-777-5501 fax profdevelopmentchair@narpm.org

Governmental Affairs

Scott Abernathy, MPM® RMP® 615-867-8282 / 615-895-7883 fax govtaffairschair@narpm.org

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Thank you to these dedicated NARPM® members who have planned, worked, determined, and succeeded in bringing us a great 2016 Convention.

Committee Chairs

Convention Chair: Lisa Fore, RMP®

Convention Vice-Chair:

Danielle Coke, RMP®

Member Services Committee Chair:

James Alderson, MPM® RMP®

Professional Development Committee Chair:

Lynn Sedlack, MPM® RMP®

Affiliate Members Committee Chair:

Richard Burton, RMP®

Convention Program Sub-Committee

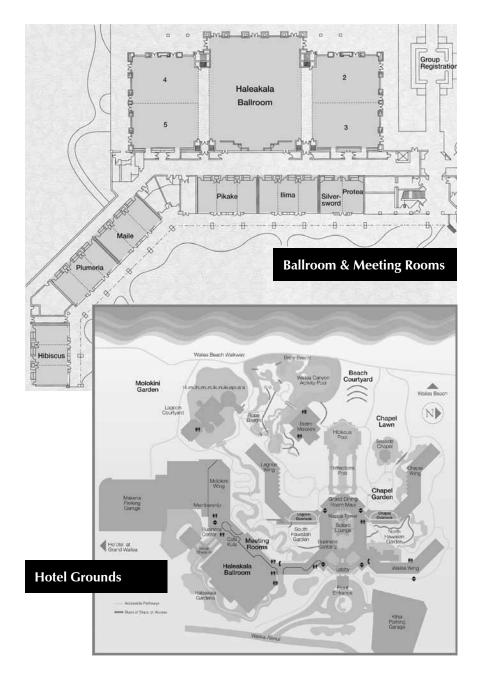
Lisa Fore, RMP®
Danielle Coke, RMP®
Leeann Ghiglione, MPM® RMP®
Alan Lam, RMP®
Sherri Mayes, MPM® RMP®
Lvnn Sedlack, MPM® RMP®

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Jaime Caballero, RMP®
Amanda Frazier
Tatiana Montez, RA, RMP®
Richard Vierra, RMP®
Laura Wozniak, RMP®
Megan Zellers, MPM® RMP®
Carla Earnest, CMP, NARPM® Meeting Planner



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Onvention Information

Location

Welcome to our 2016 Annual Convention and Trade Show. We are happy that you are here, and hope that this Convention and your stay at the Grand Wailea, A Waldorf Astoria Resort, is enjoyable, rewarding, educational, and fulfilling. The address of the hotel is 3850 Wailea Alanui Dr., Wailea, Maui, Hawaii 96753.

The hotel is nestled on 40 acres of lush tropical gardens, fronting Wailea Beach, and provides plenty of open spaces, beauty for romantic getaways, and fun for the whole family. Since opening in 1991, the Grand Wailea, A Waldorf Astoria Resort, consistently ranks among the world's best resorts. The Grand Wailea, A Waldorf Astoria Resort, boasts a world class spa, 7 dining outlets and 9 free-form pools, including a 2,000 foot long Lazy River. Of course, there is plenty of shopping available, as well.

For a virtual tour of the Grand Wailea, visit http://www.grandwailea.com/

Convention Dress

Appropriate dress for all parts of the NARPM® Convention in Maui, Hawaii is resort casual. Remember, hotel meeting room temperatures vary greatly, especially in the exhibit hall, so please dress accordingly – layers are good. The average high temperature in Maui in October is 85 degrees and the average low is 70 degrees; however, if you plan to visit Haleakala National Park, remember the temperature at the top of the volcano is 20+ degrees colder than at the beach.

Endorsement

Inclusion in the Convention program of advertisements and other material, including workshop presentations, does not reflect the endorsement of NARPM®.

Exhibits/Prizes

Many exhibitors will be donating door prizes. The door prizes will be given away at various times during the trade show, so stay close and listen for announcements and don't forget you have to be present to win!

Please help make a comfortable Convention experience for all Smoking is prohibited at all Convention events. Please turn off all cell phones and pagers or put them on vibrate mode during sessions. Thank you.

A list of our Exhibitors can be found on pages 32 - 34.



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Property Reports



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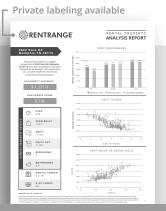


Analyze rates compared to nearby rentals



Evaluate property performance

Stay up to date on local rental market trends



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Extend your reach into nearby markets



Evaluate the growth potential in your market



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TO DETERMINE SIZE OF MARKET



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Schedule of Events

MONDAY, OCTOBER 17, 2016

8 am – 5 pm NARPM®/IREM® – Managing Single-Family

Homes & Small Investment

Properties Class (SFH201) * Hibiscus 2/3

9 am – 4 pm NARPM® Developing Rewarding

Owner Relations Class * Pikake 1/2 NARPM® Board Meeting Plumeria 1/2

9 am – 5 pm NARPM® Board Meeting
(all attendees invited to meeting)

TUESDAY, OCTOBER 18, 2016

6 am – 3 pm	Past Presidents' Charity	Leave Hotel		
•	Golf Tournament* (Separate registration)	Lobby at 6 am!		
	(Luncheon/Awards at 1:00 pm.)			
9 am – 4 pm	NARPM® Finance: Analysis of Cash Flow a	low and		
•	Capitalization of Income Class*	Hibiscus 2/3		
9 am – 4 pm	NARPM® Tenancy Class*	Plumeria 1/2		
9 – 11:30 am	Registration Open	Ballroom Foyer		
1 – 5:30 pm	Registration Open	Ballroom Foyer		

5 – 6 pm First-Time Attendee Welcome/

Orientation & Coffee Beach Courtyard

If this will be your first time attending a NARPM® National Convention, make sure to arrive a little early and come to the First-Time Attendee Welcome/Orientation. This is a great opportunity to have coffee with the NARPM® Leadership and get to know other first-timers. You will also get valuable tips on how to get the most out of your experience at the Convention. This is a special "invitation-only" event for first-time attendees to the Convention and is included in your Convention registration, so plan to be there!

6:30 – 10 pm President's Celebration –

Hawaiian Luau at the Grand Wailea * Molokini Garden (*Event is SOLD OUT! No tickets available.) – Sponsored by Yardi

Wednesday, October 19, 2016

8 am – 6 pm Registration Open Ballroom Foyer

8:30 am – Noon NARPM® Business Development Session –

Build an Epic Organization

with Steve Donahue Haleakala 2/3

This year, NARPM® is partnering with Steve Donahue, speaker, author, consultant, and coach. In his quest to help you "Build an Epic Organization," he will show you how to acquire a legendary narrative in which employees and customers want to play a role.

12:30 – 3:30 pm	NARPM® Ethics Class*	Plumeria 1/2
1:15 – 2:15 pm	NARPM® Committee Meetings	
•	Member Services (cancelled)	
	Professional Standards	Hibiscus 1
	Communications	Hibiscus 2
	Governmental Affairs	Hibiscus 3
	Professional Development	Pikake
2:30 - 3:30 pm	NARPM® State Chapter Meetings	
•	Virginia .	Hibiscus 1
	Florida	Hibiscus 2
	CALNARPM	Hibiscus 3
3:45 – 5:30 pm	Opening General Session –	
ı	Creating Your Own Destiny	
	with Patrick Snow	Haleakala 1/2/3

Patrick Snow, "The Dean of Destiny," is an international best-selling author, professional keynote speaker, publishing, speaking, and book marketing coach. He will inspire you to get exactly what you want out of life and work, by showing you how to demand your destiny. Patrick first discovered his gift for speaking at the age of 17 while giving the pregame speeches to his high school football team. Since then, Patrick has electrified more than 3,000 audiences on four continents to create their individual and organizational destinies. His books, Creating Your Own Destiny and The Affluent Entrepreneur have become international best-sellers.

5:30 – 8:30 pm	Exhibit Hall Grand Opening/	
•	Trade Show and Reception	Haleakala 4/5

Join us for the Grand Opening of the Trade Show Exhibits and Reception, where you'll be able to visit vendor booths and learn about the latest advances in property management. The ribbon cutting for the Trade Show will be performed by 2016 NARPM® President Bart Sturzl, MPM® RMP®, and the 2016 Convention Chair, Lisa Fore, RMP®.

THURSDAY, OCTOBER 20, 2016

7 am – 2 pm	Registration Open	Ballroom Foyer			
7 – 9 am	Breakfast with Exhibitors (Continental buffet)	Haleakala 4/5			
7:45 – 8:45 am	Regional Meetings				
	Northwest	Hibiscus			
	Pacific/Pacific Islands	Plumeria			
	Southwest	Pikake			
	Central	Maile			
	Atlantic	Haleakala 1/2/3			
	Southeast	Haleakala 1/2/3			
9 – 10 am	General Session - Get Your Shift Together -				
	Start Each Day with an Unstoppable				

Attitude to Succeed with Steve Rizzo Haleakala 1/2/3

One of the biggest challenges that you face in business today is staying optimistic and motivated to be at your best. Nothing keeps you from being productive and achieving goals more that harboring negative feelings or having a bad attitude. In this entertaining and content-rich presentation, Steve Rizzo engages the audience with laughter, as he

teaches his Common Sense Success Strategies that will take you to a better place in business and in life. Steve Rizzo is the "Attitude Adjuster," a personal development expert, comedian, and author. He has had a wildly popular PBS special, been chosen as a Showtime Comedy All-Star, and was inducted into the Speakers Hall of Fame.

10 – 10:30 am Coffee Break with Exhibitors Haleakala 4/5

10:30 – Noon Workshop Sessions 1–4

1. Leading in Tough Times Hibiscus

Suggested Track: All Members
Speaker: Patrick Snow

As the leader of your business and your family, are you crunched for time? Want to better balance your family and work? Looking to improve your leadership skills and time management practices? If so, in this breakout speech, Patrick Snow will show you how to better take the leadership role, both at home and at work, to more effectively lead in tough times. In this session, he will cover many of the characteristics employed by many of our world leaders (both past and present, famous and infamous) to more effectively lead in tough times and encourage you to effectively embrace change to strengthen the leader within!

2. Tell An Epic Story Plumeria

Suggested Track: All Members Speaker: Steve Donahue

Stories carry values, clarify your mission and build brands. But how to tell your story and what kind of stories to share are crucial when competing for attention in a digital world. Using the latest brain research, master storyteller Steve Donahue will show the science behind the art of storytelling that helps you captivate, illuminate, and motivate. You will also learn the dominant themes or story lines that function as a compass in your own career and life.

3. Predictable Revenue: The Playbook for Building a High Velocity Sales and Marketing Machine

Pikake

Suggested Track: Broker/Owners Speaker: Jordan Muela, LeadSimple

What would it take for your sales team to generate as many high quality leads as they can handle, create predictable revenue, and hit your growth goals without your constant oversight? Doubling the size of your business isn't about luck, connections or working harder. It's about using the same template that high growth companies employ to achieve and sustain triple digit growth year after year. In this workshop, you'll learn how to build an automated sales and marketing machine that marries new technology with innovative techniques to create a predictable growth engine.

4. Hands on Video Workshop: How to Shoot Video Tours & Inspection Videos

Maile

Suggested Track: Property Managers Speaker: Todd Breen, Virtually Incredible

Want to impress owners, win more listings, easily get repair money from "thrifty" owners, attract more tenants, cut your property viewings in half, and stop fights over security deposit claims? Get comfortable with just how easy videos are to shoot and upload to YouTube in this fun, hands-on workshop! Bring your smart phone or camcorder and learn how to walk and talk your way through a property tour or inspection.

Noon – 1:30 pm Lunch with NARPM® Annual Business Meeting and Swearing In of 2017 NARPM® BOD Haleakala 1/2/3

1:45 – 3:15 pm Workshop Sessions 5 – 8

5. Risk Management – Is Your Department Terminal?

Hibiscus

Suggested Track: All Members

Speaker: Dorothy Hamilton, Palm Beach First National

Property management is a task-based occupation; unfortunately some of those tasks have a higher priority than others. Risk management is learning the skills to identify and prioritize the tasks that can cause the most damage to our professional reputation. You will learn scripts and dialogues to use with reluctant owners regarding maintenance and repairs and how to hone your communication skills to ensure you achieve the maximum outcome. Also covered are time management, sometimes called crisis management and how to keep your cool when all is falling apart around you. The takeaways from the session will be great policies and procedures to implement immediately to make your job easier.

6. Federal Regulations & Tenant Applications

Plumeria

Suggested Track: All Members

Speaker: Mike Mumford, MPM® RMP®, Bennett Property Management, CRMC®

This session will detail the new requirements and regulations property managers must follow to comply with Federal guidelines. It will include: new disparate impact guidelines, criminal history, Fair Credit Reporting Act, adverse action notices, source of income guidelines, and much more!

7. Convert More Leads in a Hyper-Competitive Market

Pikake

Suggested Track: Broker/Owners

Speaker: John Bykowski, Abi Wasserman and Alex Osenenko, Fourandhalf

More and more the Internet is the place to market your business. But property managers have a problem...in any given market there are a finite number of leads, so what happens to the price? It goes up. This session will help you learn how to maximize your chance of closing any given lead. It covers Marketing, the Sales Process and Unit Economics. Without these three elements you can't forecast the future of your business. This is the recipe for success in converting more leads in a hyper-competitive market.

*Additional fee to attend.

8. Inspecting Rental Properties

Maile

Haleakala 1/2/3

Suggested Track: Property Managers Speaker: Phil Owens, Alderson Properties

This session will show the value and importance of performing a property "inspection" before accepting management of the property, as well as provide the "How, What, and Whys of Move-In and Periodic Inspections." The audience will be presented with valuable rental inspection checklists of items that need to be checked on and an explanation of their importance. This session is serious, and sometimes comical, but is also very important to your business!

3:15 – 4:30 pm Coffee & Snack with Exhibitors Haleakala 4/5

4 – 5 pm Optional General Session –
The Science of Property Management:
Insights from the Buildium/NARPM 2016
State of the Property Management

State of the Property Management Industry Report with Michael Monteiro

Changing market dynamics, greater industry competition and overwhelming demand for improved services are pushing property managers to evolve and adapt to meet industry expectations. But many are unsure of where to start and what to focus on to better structure, market and achieve effectiveness in their business. In this panel, Michael Monteiro, CEO of Buildium, will be joined by a Buildium customer and a leading industry expert to unveil the findings of Buildium's newest State of the Property Management Industry Report, scheduled for publication in Fall 2016.

The panelists will share valuable, actionable advice for how property managers and management companies can continue to grow their businesses, the importance of staying on top of the latest industry trends, and how to adapt business strategy as industry, tenant, and client demands change. The Buildium customer and industry expert will share real-world examples of how understanding key competitive forces has helped them gain an advantage over other property managers, as well as successfully win new business and retain existing clients. Attendees will walk away from the session with the knowledge to successfully remain competitive in the current economic environment, maximize marketing opportunities by identifying the most effective lead channels, and leverage technology to tackle their greatest business challenges. Attendees will have the opportunity to ask panelists direct questions in the Q&A portion of the session.

One of the many benefits of being a NARPM® Member is access to industry-specific companies that bring you great product discounts and promotions.

Friday, october 21, 2016

7:30 – 8:45 am Breakfast with Exhibitors Haleakala 4/5 7:30 am – 2 pm Registration Open Ballroom Foyer

9 – 10:30 am Workshop Sessions 9 – 12

9. Adding More Doors by Converting the SMIPOs into Your Portfolio

Hibiscus

Suggested Track: Broker/Owners

Speakers: Scott Brady, Progressive Property Management

Property management companies are either growing or contracting. If a company chooses a growth strategy, what is the best way to spend their precious marketing dollars to accomplish this? Presently, companies may try pay per click, search engine optimization, or pay for leads from lead generation companies. In all of these marketing channels, they are competing for doors with other management companies. There is a better way; a blue ocean of growth. This session will show you how to successfully convert "by owners" into clients through effective marketing, value propositions, transparency tools, stellar customer service, and competitive pricing.

10. To 1099 or Not to 1099 – That is the Question

Plumeria

Suggested Track: Broker/Owners

Speaker: Christopher Picciurro, CPA from Integrated CPA Group

Are you worried about classifying payment to owners, subcontractors, employees, yourself or others? Are you concerned that you are submitting the property yearend forms to the IRS or state taxing authority? This session will give you the tools to properly classify payments made by your business and ensure you are preparing the proper year-end forms. What type of owner entities or subcontractors are issued a 1099? Who is exempt? Who should receive a 1042-S? What are the key factors in determining if a worker is an independent contractor or employee? All these questions and more will be answered.

11. Top 5 Property Management Tech Tools That You Can't Live Without

Pikake

Suggested Track: All Members Speaker: Lucas Hall, Cozy

Like never before, landlords and property managers are able to automate their rental properties and thus save time, money, and headache. Learn how to find and implement the most useful tools and resources into your rental business, from application to move-out. This workshop will review the following technologies, and teach you what to look for in each: 1. Online Rental Applications; 2. Online Credit Reports / Background Checks; 3. Digital Signing Tools; 4. Online Rent Collection; and 5. Digital Inspection Tools. We'll also compare 25 of the leading property management software solutions, so that you can make an educated choice when selecting a complete tool. Overall, you'll learn how these high-tech and easily accessible tools will streamline your business – making it more profitable and efficient.

12. How to Build the Company Culture you Desire

Maile

Suggested Tracks: Broker/Owners

Speaker: Duke Dodson, MPM® RMP®, and Tim Wehner, RMP®,

Dodson Property Management

The term "company culture" gets thrown around a lot. What does it mean? Is it important to have a positive company culture? What can it do for your business? The property management business is a tough business to attract and retain quality employees. Hear how Duke and Tim have grown Dodson Property Management into a 40-person company with over 2600 units under management by attracting and retaining talented folks who fit their culture.

10:30 – 11 am Coffee with Exhibitors

Haleakala 4/5

11 am – 12:30 pm Workshop Sessions 13 – 16

13. Navigating Treacherous Roads – Evictions & Damages and Animal Issues

Hibiscus

Suggested Track: All Members

Speaker: Paul Dizmang, Dizmang Properties

Sometimes there is no choice but to evict, and evictions can be challenging. Pets are a part of daily life for 75% of people, but what happens when an animal is more than just a pet? This session takes on these and other difficult, but critically important issues. By using real life case studies this session will explore the law and help give you the tools needed to successfully navigate treacherous roads.

14. From Volcanos to Luaus -

Peaks and Valleys, but Never Stop Learning

Plumeria

Suggested Track: Broker/Owners

Speaker: Melissa Prandi, MPM® RMP®, PRANDI Property Management, CRMC®

We all make mistakes, but it's what we do with them that matters. Surround yourself with the right people, whether it is in your office or in your life – know who is on your team and their skills, style and more. Learn how to take yourself and your company to the highest peak. In this workshop, you will talk about what makes you the very best and why someone would choose to do business with you. Learn what makes you and your company unique and identify the three goals you should have in your life and in your company and how to identify and deal with what is stopping you from reaching them.

Thanks to our Exhibitors for their support and interest in our Convention.

Please remember them with your patronage!

15. Contracts for Property Managers

Pikake

Suggested Track: Property Managers

Speaker: Tom Sedlack, MPM® RMP®, 33rd Company, Inc., CRMC®

This workshop will discuss the essential elements of a world-class Management Agreement and Lease Agreement. It is focused on the critical elements of these contracts, including termination clauses, non-disparagement clauses, indemnification and liquidated damages, tenant contact clauses, scope of service clauses to prevent scope creep, damages and risks, agency disclosure, POA clauses, pet agreement clauses that work, etc. The goal is to raise the awareness of the use of good contracts, and the linkage between the Management Agreement and the Lease giving the Property Manager more control, flexibility and reduced risk. Sample Management Agreements and Leases will be provided. It is taught by a non-Attorney Property Manager based upon years of management experience in multiple states, and lots of court experience.

16. Ready for Success -

Conquer Your Next Growth Milestone

Maile

Suggested Track: Broker/Owners Speaker: James Wagley, Propertyware

Property management professionals often wonder how to grow their business effectively and efficiently. What they may forget is that every growth stage requires crucial strategies and tactics to achieve a new milestone. Without a good strategy and understanding of these milestones – no matter how good your management skills are – growth is going to be a challenge. This workshop explores how to take control of your own destiny to get from 1 to 5,000+ properties. We'll share proven strategies and tactics to achieving growth milestones in the industry. Join us and discover how to succeed in your growth journey.

12:30 – 2 pm Lunch with Membership Awards Program & Vendor Recognition Haleakala 1/2/3

2:15 – 3:30 pm Closing General Session –
Aloha Leadership for Life, Relationships,
and the Workplace with Tadia Rice

Haleakala 1/2/3

Author, leadership expert, performer, organizational consultant, and President of the Hawaii Speakers Association, Tadia Rice imparts the wisdom of Hawaii's "Aloha Spirit." She shares her discoveries of Aloha while proving the science of this cultural intelligence that increases self-mastery, mental discipline, and enhances a leader's journey. She helps her clients understand how leading with Aloha gives our lives more meaning, not because of what we accomplish ourselves, but because of what

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we contribute to help others accomplish. Tadia is a management consultant with a lifetime of experience complimented by a breadth of knowledge that crosses almost every industry. She helps clients achieve personal transformation with her unique "out of the box" approach that engages audiences around the globe. Tadia is particularly qualified to motivate others in their transformation to reach optimal performance. For her contributions to business, media, and humanitarian causes, Tadia has been honored by organizations and governments.

6:30 - 10 pm

Reception / Dinner and Designation Awards Program and Introduction of the 2017 NARPM® President Molokini Gardens

Friday evening, Convention attendees will gather at the hotel for a relaxing evening of fun, dinner, networking, and honoring your hardworking colleagues, who have recently earned a certification or designation. This is a special event where 2017 NARPM® President Steve Schultz, MPM® RMP®, will announce the theme for the year. There will be a cash bar reception and a dinner with special entertainment. In addition to recognizing a group of hard working and deserving NARPM® colleagues, we will have great food and entertainment. This event is included with a full Convention registration, but guest tickets are available for purchase.





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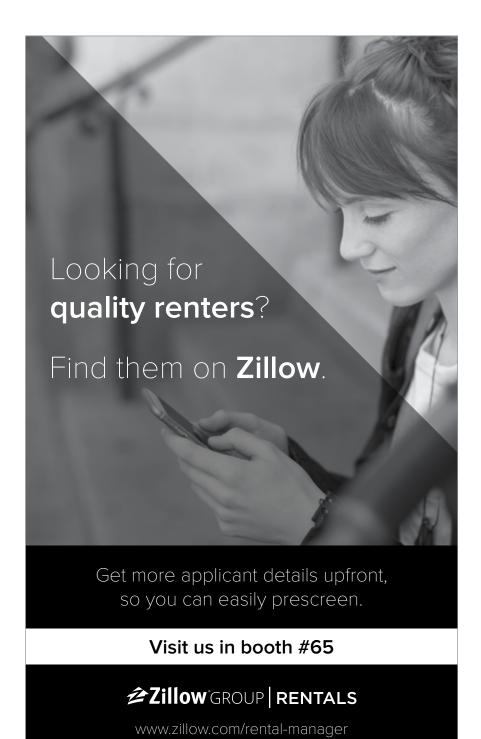
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Narpm® Antitrust Guidelines

Association Meetings - To minimize the possibility of antitrust problems at association gatherings, the following guidelines should be followed at all meetings of the Board of Directors and committees, as well as all association-sponsored conventions, trade shows, training seminars, conferences, and task force and working group sessions.

- DO NOT discuss your prices or competitors' prices with a competitor (except when buying from or selling to that competitor) or anything which might affect prices such as costs, discounts, terms of sale, or profit margins.
- DO NOT agree with competitors to uniform terms of sale, warranties, or contract provisions.
- DO NOT agree with competitors to divide customers or territories.
- DO NOT act jointly with one or more competitors to put another competitor at a disadvantage.
- **DO NOT** try to prevent your supplier from selling to your competitor.
- DO NOT discuss your future pricing, marketing, or policy plans with competitors.
- DO NOT discuss your customers with your competitors.
- DO NOT make statements about your future plans regarding pricing, expansion, or other policies with anti-competitive overtones. Do not participate in discussions where other members do.
- DO NOT propose or agree to any standardization, the purpose of which is anticompetitive, e.g., to injure your competitor.
- **DO NOT** attend or stay at any informal association meeting where there is no agenda, no minutes are taken, and no association staff member is present.
- DO NOT do anything before or after association meetings, or at social events, which would be improper at a formal association meeting.
- **DO NOT** interpret or enforce the association's Code of Ethics without direction from the leadership.
- **DO NOT** regard compliance with the association's Code of Ethics as justification for anti-competitive communications or actions.
- DO NOT represent that the association prohibits or limits advertising, marketing
 or solicitation other than as the law authorizes prohibitions or limitations.
- **DO NOT** issue any document or communication on behalf of the association unless with proper authorization.
- DO send copies to an association staff member of any communications or documents sent, received, or developed by you when acting for the association.
- **DO** alert every employee in your company who deals with the association to these guidelines.
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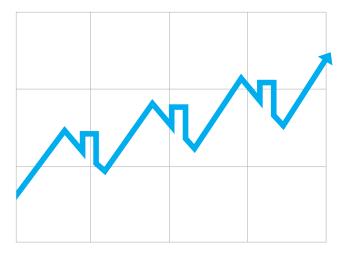
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