

# PMP

## Growth Summit

Building Relationships & Profit

2025

### PROGRAM GUIDE

March 4–6, 2025  
Reunion Resort  
Orlando, Florida





## The *PMP* Summit: Where Connections Ignite Growth

Welcome to the eighth annual *Pest Management Professional (PMP)* Growth Summit! This year, we're once again bringing together the best and brightest in the pest control industry to share knowledge, learn new ideas, and network with colleagues.

Fourteen meeting partners are making this event possible, helping 40 attendees from 34 companies grow in 2025 and beyond. Let the learning and networking begin!

Key Highlights:

- **Meet the Partners Presentations:** Starting at 4 p.m. today in the Grande ABC ballroom, learn about the latest solutions from our industry partners in short, informative presentations.
- **Summit Roundtable Breakfasts:** Engage in insightful discussions with your peers about pressing business issues on both Wednesday and Thursday mornings from 7 a.m. to 8:20 a.m.
- **Partner Meetings:** Connect one-on-one with our partners throughout Wednesday and Thursday to expand your network and knowledge.
- **Networking Events:** Build relationships and have fun at our Wednesday golf scramble and networking receptions on Tuesday and Wednesday evenings.

We encourage you to review the event materials and schedule to make the most of your time here. Please arrive on time for each session to maximize your learning and networking opportunities.

We're excited to have you join us!



Marty Whitford

A handwritten signature in black ink that reads 'Marty Whitford'.

VP of Content  
and Publisher



Heather Gooch

A handwritten signature in black ink that reads 'Heather D. Gooch'.

Editor-in-Chief

# Agenda

## Tuesday, March 4

11:00 a.m. – 4:00 p.m.	<b>Arrivals/Check-in</b>	Grande Lobby
4:00 p.m. – 5:30 p.m.	<b>Meet the Partners Presentations</b>	Grande BC
5:30 p.m.	<b>Group Photo</b>	Grande Lobby
6:30 p.m. – 9:30 p.m.	<b>Welcome Reception</b>	Eleven Restaurant

Courtesy of  **Control Solutions Inc.**  
A member of the ADAMA Group

## Wednesday, March 5

7:00 a.m. – 8:20 a.m.	<b>Breakfast &amp; Summit Roundtables</b>	Grande ABC
	Courtesy of 	
8:35 a.m. – 11:15 a.m.	<b>Individual Meetings</b>	Grande Tower Suites
12:00 p.m.	<b>Boxed Lunch for Golfers</b>	Watson Course
12:20 p.m.	<b>Scramble Rules</b>	Watson Course
12:30 p.m.	<b>Lunch and Miniature Golf for Non-golfers</b>	The Clubhouse
12:30 p.m. – 5:30 p.m.	<b>Golf Outing</b>	Watson Course

Beverage carts  
courtesy of  **Control Solutions Inc.**  
A member of the ADAMA Group

7:00 p.m. – 10:00 p.m.	<b>Dinner</b>	Seven Eagles Pool
	Courtesy of 	

## Thursday, March 6

7:00 a.m. – 8:20 a.m.	<b>Breakfast &amp; Summit Roundtables</b>	Grande ABC
	Courtesy of 	
8:35 a.m. – 12:15 p.m.	<b>Individual Meetings</b>	Grande Tower Suites
12:20 p.m.	<b>Departures</b>	Grande Lobby

### Attire Recommendations

**Dinners:** Very casual, jeans OK. Open-air party, dress for the weather.

**Golf:** Polo or golf shirt with shorts or slacks.

**Meetings:** Business casual. (Golfers, please wear golf clothes to meetings on Wednesday.)

**Videos:** Please wear your company logowear if you have it.

### Important Notation

Please refer to your personalized meeting schedule for details on your individual meetings.

# Partners

## Aprehend



2440 Earlstown Rd., Suite 600  
Centre Hall, PA 16828  
800-891-8610

**Website:** [Aprehend.com](http://Aprehend.com)

Aprehend is a revolutionary biopesticide for the elimination and prevention of bed bugs. Launched by ConidioTec in 2017, Aprehend has over 250,000 field treatments and gained a loyal following of PMPs. It can be used as a standalone solution OR as part of an integrated pest management (IPM) strategy in conjunction with other products — dust, chemicals, heat, etc. Aprehend offers a single application sprayed as barriers in areas where bed bugs walk. Bed bugs that come into contact with the fungal spores will become infected and die within three to seven days. The spray maintains effective control for up to 3 months and can be used in a proactive protocol to prevent the establishment of bed bug populations in multi-family housing, single residences, hotels, and public spaces. Aprehend's patented technology was discovered and developed in the College of Agriculture at Penn State University and licensed exclusively to ConidioTec. It is registered for use in all 50 States, the District of Columbia, Puerto Rico, and across Canada.

### Company representative:

Don McCandless, CEO, 800-891-8610, [dmccandless@conidiotec.com](mailto:dmccandless@conidiotec.com)

## Arkion Life Sciences



551 Mews Dr., Suite J  
New Castle, DE 19720  
800-444-2009

**Website:** [ArkionLS.com](http://ArkionLS.com)

**X (formerly Twitter):** @BiteStop

Arkion Life Sciences is a biotechnology-based specialty chemicals and natural products company. Arkion discovers, develops, manufactures and markets environmentally friendly innovative solutions to today's pest problems. From its beginning as a DuPont and ConAgra startup company, Arkion has combined the better attributes of the two companies to develop breakthrough products such as Stop the Bites for effective green mosquito and tick control via a FIFRA 25(b) minimum-risk pesticide exempt from U.S. EPA federal registration, and Flight Control Plus liquid goose repellent for turf applications. Stay tuned: Arkion plans to launch three new products for the structural pest control industry later this year.

### Company representatives:

BJ Harrington, Director of Sales and Marketing, 713-304-7537, [bharrington@arkionls.com](mailto:bharrington@arkionls.com)  
Toni Simei, National Sales Manager, 908-616-9336, [tjosimei@arkionls.com](mailto:tjosimei@arkionls.com)  
Tessa Bergefurd, Sales and Marketing Specialist, 302-867-2764, [tbergefurd@arkionls.com](mailto:tbergefurd@arkionls.com)

## Control Solutions Inc.



**Control Solutions Inc.**

A member of the ADAMA Group

5903 Genoa-Red Bluff Rd.  
Pasadena, TX 77507  
281-892-2500

**Website:** [csi-pest.com](http://csi-pest.com)

**X (formerly Twitter):** [twitter.com/csi\\_pest](https://twitter.com/csi_pest)

Control Solutions Inc. (CSI) is a U.S.-based specialty chemical manufacturer with a strong reputation for providing effective, innovative, and economical solutions across several markets. Founded in Pasadena, Texas, CSI serves the Pest Control, Turf & Ornamental, Consumer Products, and Professional Animal Health Care sectors. As a subsidiary of ADAMA, the fifth-largest agricultural chemical company globally, CSI benefits from access to a vast array of active ingredients, enabling them to offer a broad portfolio of products.

Over the past 10 years, we've pioneered several groundbreaking products and set new standards in the specialty chemical industry. Our innovative solutions, categorized under Tekko Technology, Dexam Difference, and Pressurized Solutions, are crafted with precision to cater to the varied demands of our professional customers. Discover innovation you can apply from CSI!

### Company representatives:

Ryan Karapas, Marketing Director, 346-661-6359, [rkarapas@controlsolutionsinc.com](mailto:rkarapas@controlsolutionsinc.com)  
Josh Johnson, Southeast Coast Territory Manager, 281-743-9984, [josh.johnson@controlsolutionsinc.com](mailto:josh.johnson@controlsolutionsinc.com)  
Karl Kibodeaux, PCO Key Account Manager, 409-433-8744, [kkibodeaux@controlsolutionsinc.com](mailto:kkibodeaux@controlsolutionsinc.com)

## FieldRoutes



A ServiceTitan Product

4500 Eldorado Pkwy, Suite 3200  
McKinney, TX 75070  
888-992-2566

**Website:** [FieldRoutes.com](http://FieldRoutes.com)

**X (formerly Twitter):** @FieldRoutes

FieldRoutes, a ServiceTitan product, is a cloud-based and mobile software-as-a-service (SaaS) provider for field service businesses. The platform automates all aspects of field service operations for enterprise and small business customers that span office management, advanced route optimization, payment processing, digital sales, marketing, and customer acquisition solutions that accelerate growth, streamline operations, increase customer retention, and maximize revenue.

### Company representatives:

Bob McElhannon, Strategic Account Executive, 614-340-0782, [bmcelhannon@fieldroutes.com](mailto:bmcelhannon@fieldroutes.com)  
Amber White, Customer Success Manager, 214-432-6381, [amber.white@fieldroutes.com](mailto:amber.white@fieldroutes.com)

## Hugh Kendoit Emporium



4975 Churchill Ridge Dr.  
Cumming, GA 30028  
770-335-1174

**Website:** [hughkendoit.com](http://hughkendoit.com)

Hugh Kendoit Emporium was created by industry expert Patrick Callahan to represent small- and mid-sized manufacturers that have developed innovative technologies.

- 1. Birchmeier** brings Swiss quality and efficiency to help PMPs by developing a range of tools that are powered by one type of battery that utilizes the same charger — foamer, duster, 1 gallon sprayer, backpacks, mosquito mister. NO more confusion as to which battery and which charger to use.
- 2. Pro-Pell** has developed a residual rodent repellent to help PMPs prevent rodent problems and sell new business — Rodent Repellency Programs.
- 3. Flock Free** will be the manufacturer and marketer of Aedes Mosquito Killer — the newest ovitrap for killing adult and larval mosquitoes. Place the trap, fill with some water and it begins to kill adult and larval mosquitoes and then decomposes in the field. No replacement of parts or recycling.

### Company representatives:

Patrick Callahan, Chief Success Planner, 770-333-1174,  
[pfcallahan@earthlink.net](mailto:pfcallahan@earthlink.net)  
Fred Markowich, Owner (Pro-Pell), 860-982-7220,  
[fredmarkowich@gmail.com](mailto:fredmarkowich@gmail.com)  
Al Royster, President (Birchmeier ITB), 800-866-1357,  
[al@itbcompany.com](mailto:al@itbcompany.com)  
Tom Kaps, Owner (Flock Free Bird Control), 732-987-5400,  
[admin@flockfree.com](mailto:admin@flockfree.com)

## JT Eaton



1393 Highland Rd.  
Twinsburg, OH 44087  
800-321-3421

**Website:** [JTEatonPMP.com](http://JTEatonPMP.com)

**X (formerly Twitter):** @JTEatonCompany

JT Eaton has been family owned and operated since 1932. We offer a complete line of quality pest control products including: the best-selling paraffin Bait Block developed in 1962 and the first ever Stick-Em glue trap developed in 1979. In 2025, we're excited to release a brand new integrated pest management system the pest control industry has never seen before: the Trojan Horse! This IPM station holds, conceals, and protects rodent and insect control like full-size multiple catch mouse traps, glue traps, snap traps, rodenticide, and anything else you can think of!

### Company representative:

Joe Smith, Pro Division Sales Manager, 330-840-8717,  
[joes@jteaton.com](mailto:joes@jteaton.com)

## LiphaTech



3600 West Elm St.  
Milwaukee, WI 53209  
888-331-7900

**Website:** [Liphatech.com](http://Liphatech.com)

**X (formerly Twitter):** @Liphatech

Liphatech is a worldwide manufacturer of pest control products. We are the developer of three of the industry's active ingredients: chlorophacinone, bromadiolone and difethialone, and the palatable bait matrices to carry these active ingredients. Together, our active ingredients and targeted bait formulations achieve acceptance and control of rodents, slugs and snails. Pest management solutions from Liphatech involve more than our extensive product offerings. Along with our technology and products, comes technical expertise and service from the most knowledgeable team in the industry. This expertise has been accrued through years of listening, observation, regular field work and collaboration with our customers. Our solutions approach means that our team is your team.

### Company representatives:

Matt Titshaw, Business Manager, 404-449-5836,  
[titshawm@liphatech.com](mailto:titshawm@liphatech.com)  
Nick Fugate, Eastern Region, 641-799-8346, [fugaten@liphatech.com](mailto:fugaten@liphatech.com)  
Howard Franklin, Western U.S. Manager – PMD, 281-432-8209,  
[franklinh@liphatech.com](mailto:franklinh@liphatech.com)

## Neogen



944 Nandino Blvd.  
Lexington, KY 40511  
859-254-1221

**Website:** [Neogen.com](http://Neogen.com)

**X (formerly Twitter):** @NeogenCorp

For over 40 years, Neogen has provided premium products for food manufacturing, professional pest control, and animal health industries. Since then, Neogen has quickly filled a trusted niche in the professional pest industry by introducing products under the SureKill brand. With the tagline "One Brand, Endless Protection," SureKill offers a diverse range of solutions tailored for every pest management professional, including rodenticides, insecticides, equipment, and sanitation products. Recent additions to this product line include SureKill Evolve SC—a broad spectrum deltamethrin insecticide that offers effective knockdown and long-lasting control of listed pests — as well as the SureKill Gel Bait Pro Applicator — a linear, thumb-driven gel applicator designed for consistent metered applications. The recent completion of the 3M Food Safety merger has quickly cemented Neogen as one of the largest providers of food safety solutions globally, for our commitment to safeguard against the threats posed by pests and pathogens.

### Company representatives:

George Casey, Key Account Manager, 440-220-2153,  
[gcasey@neogen.com](mailto:gcasey@neogen.com)  
Mark Turner, Territory Manager, 904-521-0131, [mturner@neogen.com](mailto:mturner@neogen.com)



# Partners

## Nifty Pest Marketing



1340 Overland Ave.  
Burley, ID 83318  
800-381-4959

**Website:** [NiftyPest.com/Services/](https://NiftyPest.com/Services/)

**X (formerly Twitter):** @NiftyMarketing

We bring boots-on-the-ground experience to our full stack of pest control marketing services. With a proven track record in the industry and a decade-long history of client success, Nifty Pest takes a nerdy and knowledgeable approach that consistently drives growth and visibility.

### Company representatives:

Devin Harper, Director of Product Management, 800-381-4959,  
[devin.harper@niftymarketing.com](mailto:devin.harper@niftymarketing.com)

Tracy Adams, Senior Account Executive, 800-381-4959,  
[tracy.adams@niftymarketing.com](mailto:tracy.adams@niftymarketing.com)

## Nisus



**NISUS®**

100 Nisus Dr.  
Rockford, TN 37853  
800-264-0870

**Website:** [NisusCorp.com](https://NisusCorp.com)

**X (formerly Twitter):** @NisusCorp

Nisus Corp. manufactures effective pest control products with the lowest possible impact to the environment at its facility in the foothills of the Great Smoky Mountains in Tennessee. Since its start in 1990 with its flagship product, Bora-Care, Nisus now sells more than 30 products in eight countries around the world. Nisus carries a complete line of products for the pest control industry, including bio-sanitation, odor control, and disinfection products. In addition to its pest control division, Nisus manufactures environmentally-conscious solutions for the industrial wood protection industry and the agricultural micronutrient industry.

### Company representatives:

Lee Barrett, President, 800-264-0879, [lee@nisuscorp.com](mailto:lee@nisuscorp.com)

Charlene Mertz, Regional Manager, 407-375-6313,  
[charlenem@nisuscorp.com](mailto:charlenem@nisuscorp.com)

## PelGar USA



215 Evergreen Ct.  
Saylorsburg, PA 18353  
610-849-1723

**Website:** [Pelgar.co.uk/usa](https://Pelgar.co.uk/usa)

**X (formerly Twitter):** @PelgarUSA

PelGar is a leading British manufacturer of rodenticide, insecticide and exclusion products for the control of public health pests around the world. With a dynamic research and development program, which draws on a wide range of market intelligence and technical feedback, the PelGar team aims to provide innovative and novel solutions to any global pest problem. In particular, PelGar is very active in creating novel products to be used in conjunction with traditional chemical active ingredients. This includes Roban Barrier, Entrap Monitoring Gels, Vanguard Heavy bait stations and many other innovative pest products.

PelGar — not just another bait company.

### Company representative:

Andrej Branc, Americas Business Manager, 610-849-1723,  
[andrej@pelgar-usa.com](mailto:andrej@pelgar-usa.com)

## Rockwell Labs



1257 Bedford Ave.  
North Kansas City, MO 64116  
816-283-3167

**Website:** [RockwellLabs.com](https://RockwellLabs.com)

**X (formerly Twitter):** @RockwellLabsLtd

Rockwell Labs develops, manufactures and markets products for the professional pest management industry to help PMPs solve problems every day. The core strengths of Rockwell are found in these four product categories: Baits, Botanicals, Bio Sanitation and Dusts. Rockwell's innovative bait formulation technology delivers superior efficacy against a broad spectrum of crawling pests both indoors and out. Rockwell's baits include the innovative InTice Borate Baits and cutting-edge InVict Advanced Baits. Rockwell's EcoVia Botanicals product line are advanced FIFRA 25(b)-exempt botanical pesticides, developed through extensive scientific research and proven effective in the real world. Rockwell's powerful probiotic InVade Bio Sanitation range of products work more effectively than simple chemical cleaners in areas with chronic moisture and organic matter. They are the "ultimate green cleaners." Plus, Rockwell's exclusive formulations of botanical (EcoVia WD), borate (BorActin) and silica (CimeXa) based dusts are designed for use in a variety of broad-spectrum control.

### Company representatives:

James Osuch, VP of Sales, 816-283-3167, [josuch@rockwelllabs.com](mailto:josuch@rockwelllabs.com)  
Chris Iglesias, Technical Representative, 407-577-9979,  
[ciglesias@rockwelllabs.com](mailto:ciglesias@rockwelllabs.com)

## SiteOne Pest Management



300 Colonial Center Pkwy., Unit 600  
Roswell, GA 30076  
800-748-3663

**Website:** [SiteOne.com/pestmanagement](https://SiteOne.com/pestmanagement)

**X (formerly Twitter):** [@SiteOneSupply](https://twitter.com/SiteOneSupply)

PMPs turn to SiteOne for a broad variety of pest management solutions. We partner with the industry's top brands to carry a full range and superior inventory of insecticides, termiticides, traps and baits, and other pest management technologies. With a nationwide branch footprint, there's a SiteOne branch in your area with product inventory and a team of expert associates to support the needs of your business — all conveniently located close to your customer routes. Through [SiteOne.com](https://SiteOne.com) or our mobile app, order everything you need and have it available for pickup at a local branch or delivered right to the jobsite to save downtime. Plus, many locations are open on Saturday. SiteOne values your loyalty — that's why our Partners Program offers rewards with redemption options like account credit, gift cards and merchandise from thousands of brands, travel, industry training events and more.

**Company representatives:**

Brian Jones, Segment Manager, 941-416-3164, [bjones@siteone.com](mailto:bjones@siteone.com)  
Jeremy Brown, Pest Specialist, 941-416-3164,  
[brownjeremylee@yahoo.com](mailto:brownjeremylee@yahoo.com)

## WorkWave



101 Crawfords Corner Rd., Suite 2511-W  
Holmdel, New Jersey 07733  
800-762-0301

**Website:** [WorkWave.com](https://WorkWave.com)

**X (formerly Twitter):** [@WorkWave](https://twitter.com/WorkWave)

As a field service software industry leader for over 40 years, WorkWave delivers technology and services to help field service companies grow their businesses, service their customers and maximize their money. Its solutions support every stage of a business life cycle, including marketing, sales, service delivery, customer interaction and financial transactions. WorkWave is a trusted partner for thousands of customers across a wide variety of industries, including pest control, lawn care, cleaning, HVAC, plumbing and electrical, and last-mile delivery. WorkWave has been recognized as an Inc. Power Partner, a Top 100 Software Company and a Cloud Award winner.

**Company representatives:**

Jason King, Senior Manager PestPac Sales, 866-794-1658,  
[cjking@workwave.com](mailto:cjking@workwave.com)  
Ben Miller, Enterprise Account Manager, 866-762-0301,  
[benjamin.miller@workwave.com](mailto:benjamin.miller@workwave.com)

# Attendees

## ACTIV PEST SOLUTIONS

Lewes, Del. • 302-645-1502  
\$3.5 million • 22 employees, 22 vehicles

### Ricky Hernandez

*Operations Manager*

rickyh@activpestsolutions.com

**Career start:** Started as a field technician

**Family:** Single with a pet dog

**Hobbies/Interests:** Reading, cars, motorcycles, sports

**Favorite sports teams:** Dallas Cowboys, Vegas Golden Knights, Baltimore Orioles

**Favorite TV/streaming shows:** "Landman," "Shoresy," "Reacher"

**Top materials-intensive pests:** Rodents, termites, bed bugs

**Top labor-intensive pests:** Termites, bed bugs, cockroaches

**Top callback pests:** Rodents, ants, clover mites



## BIG BLUE BUG SOLUTIONS

Providence, RI • 401-941-5700  
\$14 million • 100 employees, 95 vehicles

### Scott Goldman

*CFO*

scott@bigbluebug.com

**Career start:** Started as a field technician

**Family:** Single with a pet dog

**Hobbies/Interests:** Reading, cars, motorcycles, sports

**Favorite sports teams:** Dallas Cowboys, Vegas Golden Knights, Baltimore Orioles

**Favorite TV/streaming shows:** "Landman," "Shoresy," "Reacher"

**Top materials-intensive pests:** Rodents, termites, bed bugs

**Top labor-intensive pests:** Termites, bed bugs, cockroaches

**Top callback pests:** Rodents, ants, clover mites



## ADAMS EXTERMINATING CO.

Denton, Texas • 940-387-1502  
\$5.9 million • 39 employees, 31 vehicles

### Dustin Adams, ACE

*General Manager*

dustin@adamspest.com

**Career start:** After graduating from Texas A&M in 2004, I immediately went to work for our family pest control company as a technician so I could learn the business from the ground up.

**Family:** Married for almost 20 years, with a son, 14, and a daughter, 11

**Hobbies/Interests:** I'm an avid distance runner and I also love to hunt, watch sports, travel and read

**Favorite sports teams:** Any Texas A&M team and all the metroplex teams (Cowboys, Mavs, Stars, and Rangers)



### Stephen Pelphrey

*Operations Manager*

stephen@adamspest.com

**Career start:** I started working for a small pest control company as a technician

**Family:** I have two grown kids and my fiancé and I have a dog

**Hobbies/Interests:** I love to cook real BBQ like ribs, brisket and pork — not hamburgers and hot dogs!

**Favorite sports team:** Georgia Bulldogs

**Top materials-intensive pests:** German cockroaches, termites, rodents

**Top labor-intensive pests:** German cockroaches, termites, rodents

**Top callback pests:** German cockroaches, rodents, ants



## BUGWORKS

McAllen, Texas • 956-212-6687  
\$1.9 million • 22 employees, 12 vehicles

### Kyle Marburger

*Owner*

kylemarburger@yahoo.com

**Career start:** Waiting for pest control company to come to my house 20 years ago

**Family:** Two daughters

**Hobbies/Interests:** Golf

**Favorite sports teams:** Baylor Bears football

**Favorite TV/streaming shows:** Anything on CNBC

**Top materials-intensive pests:** Fleas, ticks, German cockroaches

**Top labor-intensive pests:** Drywood termites

**Top callback pests:** Ants, cockroaches

## BURNS PEST ELIMINATION

Phoenix, Ariz. • 602-410-2062  
\$23 million • 200 employees, 165 vehicles

### Jeff Keller

*Technical Director*

jkeller@burnspestelimination.com

**Career start:** Started as a route technician

**Family:** Two daughters, five grandkids

**Hobbies/Interests:** Hunting, car shows

**Favorite sports team:** Phoenix Skyhawks

**Top materials-intensive pest:** Termite, weeds, rodents

**Top labor-intensive pests:** Termite, birds, rodents

**Top callback pests:** Cockroaches, termites, weeds





## CIMEX CONTROL

### An ACTION Termite and Pest Control Company

Scottsdale, Ariz. • 602-688-4985  
\$2 million • 9 employees, 7 vehicles

#### Fernando Torres

##### President

ftorres@cimexcontrol.com

**Career start:** In 2017, I founded CimeX because I wanted something of my own that could grow.

**Family:** Married 20 years, with a son, 16, and a daughter, 13

**Hobbies/Interests:** Golf, running, working out

**Favorite sports teams:** Ohio State Buckeyes, Cleveland Browns, Arizona Cardinals

**Favorite TV/streaming shows:** "Tulsa King," "Landman," "Mayor of Kingstown"

**Top materials-intensive pests:** Termites, gophers, pigeons

**Top labor-intensive pests:** Termites, pigeons, gophers

**Top callback pests:** Termites, gophers, pigeons



## CLARK PEST CONTROL

Lodi, Calif. • 209-269-6766  
\$219.5 million • 1,200 employees, 900 vehicles

#### Blair Smith, BCE

##### Director of Technical and Quality Assurance

bsmith@clarkpest.com

**Career start:** I received my degree in agribusiness and went to work for Dow Chemical (now Dow AgroSciences) as a sales representative. I was transferred to the urban pest division and Clark Pest Control was a customer of mine. I really enjoyed Clark Pest Control's team and started working there 5 years ago.

**Family:** Married five years; we have a 100-pound Rottweiler

**Hobbies/Interests:** Travel, cooking, outdoors, triathlons

**Favorite sports teams:** San Francisco Giants and 49ers

**Favorite TV/streaming shows:** "Breaking Bad," "Game of Thrones," "New Girl"

**Top materials-intensive pests:** Rodents, bed bugs, mosquitoes

**Top labor-intensive pests:** Rodents, bed bugs, spiders

**Top callback pests:** Ants, rodents, spiders



## CITARELLA TERMITE & PEST MANAGEMENT

Hudson, Fla. • 833-608-2652  
\$2 million • 23 employees, 18 vehicles

#### Kevin Citarella

##### President

kevin@citarellapest.com

**Career start:** Second-generation PMP

**Family:** Married with five grown children and one grandchild

**Hobbies/Interests:** Golf and cars

**Favorite sports teams:** Tampa Bay Rays, Buccaneers and Lightning; New York Jets

**Favorite TV/streaming shows:** "NCIS," "Reacher"

**Top materials-intensive pests:** Termites, chinch bugs, rats

**Top labor-intensive pests:** Termites, chinch bugs, rats

**Top callback pests:** Ants, chinch bugs, German cockroaches



## CRAGOE PEST SERVICES

Moorpark, CA • 805-446-7003  
\$2.5 million • 18 employees, 15 vehicles

#### David Cragoe

##### President

info@cragoe.net

**Career start:** Right out of college, I got a job managing a pest control branch office

**Family:** Married 34 years, with five girls and three boys ranging in age from 33 to 21, plus six grandkids.

**Hobbies/Interests:** Basketball, pickleball, CrossFit, building projects

**Favorite sports teams:** Los Angeles Lakers and Dodgers

**Favorite TV/streaming shows:** "Extraordinary Attorney Woo," "A Man on the Inside," "The Blacklist"

**Top materials-intensive pests:** Ants, mosquitoes, rats

**Top labor-intensive pests:** Gophers, rats, swallows

**Top callback pests:** Ants, gophers, bees



# Attendees

## CUSTOM PEST SOLUTIONS

Winter Garden, Fla. • 704-888-0911  
\$1.3 million • 9 employees, 7 vehicles

### Lonnie Smith

*General Manager*

scorpionk19@gmail.com

**Career start:** A friend

**Family:** Married with three daughters

**Hobbies/Interests:** Hiking and woodworking

**Favorite TV/streaming show:** "Criminal Minds"

**Top materials-intensive pests:** Rodents, bed bugs, termites

**Top labor-intensive pests:** Termites, rodents, bed bugs

**Top callback pests:** Ghost ants, carpenter ants, Asian cockroaches



## E3 TERMITE & PEST CONTROL

Mobile, Ala. • 251-850-7378  
\$2 million • 8 employees, 6 vehicles

### Mike Adams

mike@e3pest.com

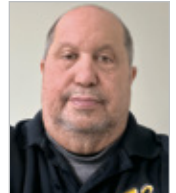
**Career start:** I started in 1988, when I was challenged to crawl in a crawlspace that no one could fit in. I was told that if I could do this, I would have a job.

**Family:** Married 24 years with three sons, one daughter

**Hobbies/Interests:** Camping, fishing

**Favorite sports team:** Louisiana State University

**Favorite TV/streaming shows:** "FBI," "Chicago Fire," "Chicago Med," "Chicago P.D."



### Alison Adams

*Office Manager*

mike@e3pest.com

**Career start:** Helping husband with E3

**Hobbies/Interests:** Serving at church

**Favorite sports teams:** Louisiana State University

**Favorite TV/streaming shows:** Hallmark movies

**Top materials-intensive pest:** Termites

**Top labor-intensive pest:** Termites

**Top callback pest:** Spiders



## DODSON BROTHERS PEST CONTROL

Lynchburg, Va. • 434-847-9051  
\$82 million • 675 employees, 550 vehicles

### David Moore, BCE, CP-FSM

*Manager of Technical Services*

dmoore@dodsonbros.com

**Career start:** I fell into it at 19 because my mother told me to get a job

**Family:** Married 16 years, with a daughter, 12, and a son, 7, and five cats

**Hobbies/Interests:** Beating people up (martial arts), trading card games

**Favorite sports teams:** Washington Capitals, Chicago Bears

**Top materials-intensive pests:** Bed bugs, rodents, wood-destroying insects (WDI)

**Top labor-intensive pests:** Bed bugs, roof rats, WDI

**Top callback pests:** Ants, cockroaches, rodents



## ECOLA TERMITE AND PEST CONTROL

Chatsworth, Calif. • 818-920-7301  
\$13 million • 75 employees, 59 vehicles

### Sue Fries

*CEO*

termitelady@ecolatermite.com

**Career start:** I married into it. As one franchise grew to multiple, I learned by answering the phone.

**Family:** Single — my son works with me and my daughter blessed me with four grandchildren

**Hobbies/Interests:** I'm a God-loving radio show host and author who loves her grandchildren, dancing and skiing.

**Favorite sports teams:** I'd rather play than watch!

**Top materials-intensive pests:** Cockroaches, ants, rodents

**Top labor-intensive pests:** Cockroaches, ants, rodents

**Top callback pests:** Cockroaches, ants, rodents



## FLORIDA'S FINEST LAWN & PEST CONTROL

Ocoee, Fla. • 407-654-1122  
\$3.5 million • 22 employees, 17 vehicles

### Justin Sloniger *General Manager*

service@wecontrolbugs.com

**Career start:** As a lawn tech 16 years ago

**Family:** Wife works in the business; son graduated last year and daughter graduates this year

**Hobbies/Interests:** Basketball and fishing

**Favorite sports teams:** Golden State Warriors and Orlando Magic



### Derek Wood

#### *Manager*

derekwood99@yahoo.com

**Career start:** When I left active duty and went into the U.S. Marine Corps Reserve in 2014, I attended some job fairs and got into pest control.

**Family:** Married with two daughters, 17 and 13

**Hobbies/Interests:** Golf, saltwater fishing, scuba diving

**Favorite sports teams:** Miami Dolphins, Orlando Magic

**Top materials-intensive pests:** Chinch bugs, bed bugs, cockroaches

**Top labor-intensive pests:** Spider mites, cockroaches, whiteflies

**Top callback pests:** Cockroaches, ants, spider mites



## GARDENS PEST CONTROL

North Palm Beach, Fla. • 561-968-9689  
\$1.2 million • 8 employees, 4 vehicles

### Joe Gorgone

#### *Manager*

joeggardenspc@gmail.com

**Career start:** Helped out a friend

**Family:** Married with a daughter, 24, a son, 17, and a grandson, 2

**Hobbies/Interests:** Family, fishing, shooting, bourbon and 3D printing

**Top materials-intensive pest:** Termites

**Top labor-intensive pest:** Termites

**Top callback pests:** Ants, cockroaches, termites



## GECKO PEST CONTROL

Marshall, Texas • 903-472-4973  
\$1.4 million • 11 employees, 8 vehicles

### Daren Horton

#### *Owner*

daren@geckopestcontrol.com

**Career start:** Answered an ad in the newspaper

**Family:** My wife and I live on Caddo Lake in East Texas

**Hobbies/Interests:** Bees, chickens, boating, college football

**Favorite sports teams:** The Ohio State Buckeyes, Dallas Mavericks

**Favorite TV/streaming shows:** "Yellowstone," "Landman"

**Top materials-intensive pests:** Mosquitoes, fleas, fire ants

**Top labor-intensive pests:** Termites, bed bugs fleas

**Top callback pests:** Spiders, fleas, German cockroaches



## GREENHOUSE TERMITE AND PEST CONTROL

Tampa, Fla. • 941-957-8966  
\$4.5 million • 30 employees, 23 vehicles

### Brenton Cloud

#### *President*

brenton@mygreenhousepro.com

**Career start:** I'm the fourth generation in my family to own and operate a pest control company in Florida. My great-grandfather started in 1934.

**Family:** Married for 20 years with two sons, 9 and 7

**Hobbies/Interests:** Family, fishing

**Favorite sports teams:** University of Florida teams, Tampa Bay Buccaneers

**Favorite TV/streaming show:** "The White Lotus"

**Top materials-intensive pest:** Subterranean termites

**Top labor-intensive pest:** Subterranean termites

**Top callback pests:** Ants, spiders, cockroaches



# Attendees

## H2 ENVIRONMENTAL PEST

Astoria, N.Y. • 800-722-2666  
\$1.1 million • 6 employees, 5 vehicles

### Jennifer Hernandez

#### President

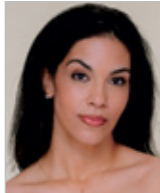
h2environmentalpm@gmail.com

**Career start:** Married into it

**Family:** We are a family of seven

**Hobbies/Interests:** Baking and cooking

**Favorite sports teams:** New York Mets



### Gus Hernandez

#### Vice President

gus@800Raccoon.com

**Career start:** I was born in the business. I started working at age 8 and fell in love with the industry.

**Family:** My high school sweetheart, now my wife, and I have been together for 25 years. We have four sons and one daughter.

**Hobbies/Interests:** While we're very involved in the business, we are also very involved in our children's lives, too. I also love industry networking and smoking cigars.

**Favorite sports teams:** Any New York teams

**Favorite podcasts:** "The Joe Rogan Experience," "PBD Podcast," "Pest Control Millionaire"

**Top materials-intensive pests:** Raccoons, termites, rats

**Top labor-intensive pests:** Wildlife, termites

**Top callback pests:** Fleas, drain flies, bed bugs, pantry moths



## HAWX PEST CONTROL

Tombstone, Ariz. • 949-975-9096  
\$145 million • 750 employees

### Dan Baldwin, BCE, REHS/RS, CCFS, CP-FS

#### VP of Technical and Training Services

dan.baldwin@hawxservices.com

**Career start:** Entirely by accident

**Family:** Six children, two of whom are in the pest prevention industry and own their own company in Northern California

**Hobbies/Interests:** Graduate school, working toward my master's degree in international public health, as well as my master's degree in business administration

**Favorite sports teams:** San Francisco 49ers and Giants

**Favorite TV/streaming shows:** Any of the "Star Trek" series

**Top materials-intensive pest:** Rodents, termites, mosquitoes

**Top labor-intensive pests:** Rodents, termites, mosquitoes

**Top callback pest:** Ants



## JAMISON PEST AND LAWN

Memphis, Tenn. • 901-452-1505  
\$2.3 million • 17 employees, 13 vehicles

### Will O'Bryan

#### General Manager

will@jamisonpest.com

**Career start:** Dad started the company in 2003

**Family:** Married with a baby daughter

**Hobbies/Interests:** Sports, coaching, going to the lake

**Favorite sports teams:** Los Angeles Rams, Memphis Tigers and Grizzlies, St. Louis Cardinals and Blues

**Top materials-intensive pests:** Bed bugs, termites, mosquitoes

**Top labor-intensive pests:** Bed bugs, termites, mosquitoes

**Top callback pests:** Rodents, cockroaches, mosquitoes



## KINGFISH PEST CONTROL

St. Augustine, Fla. • 904-595-5300  
\$1.6 million • 7 employees, 11 vehicles

### Andrew Norris

#### Field Services Lead

andrew.norris@kingfishpest.com

**Career start:** I worked my way up from a pest control tech to rodent tech to field operations

**Family:** Married with two sons, 5 and 2-and-a-half

**Hobbies/Interests:** Hockey, rodeos

**Favorite sports teams:** San Jose Sharks, San Francisco Giants

**Favorite TV/streaming shows:** "Cops," stand-up comedy

**Top materials-intensive pests:** Rodents, termites, German cockroaches

**Top labor-intensive pests:** Rodents, German cockroaches, ants

**Top callback pests:** Ants, cockroaches, rodents



## NOZZLE NOLEN

West Palm Beach, Fla. • 561-307-0862  
\$14.5 million • 93 employees, 77 vehicles

### Jason Miller

#### Project Manager

jmill@nozzlenolen.com

**Career start:** I started on the recommendation of a friend who works for Nozzle Nolen. I found that I loved the company, so I stayed.

**Family:** Married nine years, with a stepson, 21, a son, 8, and a Siberian husky

**Hobbies/Interests:** Sports, primarily NFL and NBA; video games; cooking

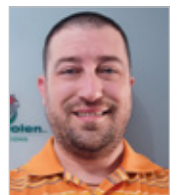
**Favorite sports teams:** Miami Dolphins, Chicago Bulls

**Favorite TV/streaming shows:** Anything Marvel or Star Wars

**Top materials-intensive pests:** Mosquitoes, bed bugs, termites

**Top labor-intensive pests:** Termites, bed bugs, rodents

**Top callback pests:** German cockroaches, rodents, ants



## QUEST TERMITE & PEST

Hellertown, Pa. • 610-867-7378  
\$1.5 million • 10 employees, 6 vehicles

### Chris Snyder *President*

chris@questpest.com

**Career start:** I began in 1990.

**Hobbies/Interests:** Boating, Emergency Services (I'm a retired fire chief of 28 years, water rescue; currently the fire marshall, arson investigator and safety officer), Animal Control Officer with our police department, and president of the Pennsylvania Pest Management Association.

**Favorite sports teams:** Buffalo Bills, Philadelphia Phillies

**Favorite TV/streaming shows:** Fox News



### Kendra Snyder *General Manager*

kendra@questpest.com

**Career start:** My husband started our company, and I came on board full-time years later.

**Family:** Married with a stepson, daughter, two grandbabies, one old dog and two cats

**Hobbies/Interests:** Fitness, gardening, reading

**Favorite sports team:** Buffalo Bills

**Favorite TV/streaming shows:** "Below Deck," "S.W.A.T.," anything on YouTube

**Top materials-intensive pests:** Termites, mosquitoes, bed bugs

**Top labor-intensive pests:** Bed bugs, rodents, bees

**Top callback pests:** Bees, cockroaches, ants



## ROLLINS

Atlanta, Ga. • 770-220-6090  
\$3.28 billion • 15,000 employees, 8,000 vehicles

### Glen Ramsey, BCE, PCQI *Technical Director*

gramsey1@rollins.com

**Career start:** I began working with Dr. Brian Forschler for my master's degree in entomology and he was heavily involved in the pest management industry.

**Family:** Married with one son, 6

**Hobbies/Interests:** I enjoy spending time with the family, Disney and watching documentaries.

**Favorite sports teams:** Georgia Bulldogs

**Favorite TV/streaming shows:** "Bones," "NCIS"

**Top materials-intensive pests:** Termites, small cockroaches, small flies

**Top labor-intensive pest:** Termites

**Top callback pests:** Ants, bed bugs, German cockroaches



## ROSE PEST SOLUTIONS

Chicago, Ill. • 847-441-8300  
\$25 million • 190 employees, 160 vehicles

### Danny Yunez *Controller*

d.yunez@rosepestcontrol.com

**Career start:** Found a job after moving back from college

**Family:** Married with three sons, ages 10, 3 and 1

**Hobbies/Interests:** Staying active with my boys. I play in a men's hockey league, and I love to golf and travel.

**Favorite sports teams:** Chicago Blackhawks and Cubs, and the Colombia National Soccer Team

**Favorite TV/streaming shows:** "The Night Agent," "Reacher," "House of the Dragon," "Cobra Kai"

**Top materials-intensive pests:** Bed bugs, termites, rodents

**Top labor-intensive pests:** Termites, bed bugs, German cockroaches

**Top callback pests:** Ants, bed bugs, stored product pests



## ROSS PEST AND LAWN

Aledo, Texas • 817-341-7677  
\$1.25 million • 8 employees, 7 vehicles

### Connor McKee *Business Development Manager*

connormckee18@gmail.com

**Career start:** My dad, Kevin McKee, started Ross Pest and Lawn in 2000. I started working for the business in high school as a technician.

**Family:** My wife and I are blessed to live near both of our families.

**Hobbies/Interests:** I have an alt/rock band called "Sorry, No Refunds" that has music available on all streaming platforms. We play shows throughout the Dallas/Fort Worth area.

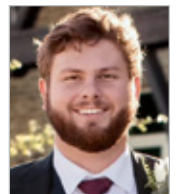
**Favorite sports team:** Texas Christian University (TCU) Horned Frogs football team

**Favorite TV/streaming shows:** "Breaking Bad," "Curb Your Enthusiasm," "It's Always Sunny in Philadelphia"

**Top materials-intensive pests:** Termites, rodents, cockroaches

**Top labor-intensive pests:** Termites, rodents, weeds

**Top callback pests:** Scorpions, fleas, fire ants





# Attendees

## SENSKE SERVICES

Dallas, Texas • 817-341-7677  
\$130 million • 8 employees, 7 vehicles

### Dani Collinson

*National Manager of M&A Integration*

dcollinson@bladesofgreen.com

**Career start:** I went in to help the owners while on maternity leave during the busy season for a few weeks. I fell in love with the industry and company, and never left!

**Family:** On our farm, my fiancé and I have a son and a daughter, along with chickens, sheep, horses and dogs.

**Hobbies/Interests:** Friends, family, drinking good wine and being outdoors, hiking, fishing, gardening

**Favorite sports team:** Kansas City Chiefs

**Favorite TV/streaming show:** "The Night Agent"

**Top materials-intensive pests:** Termites, bed bugs, cockroaches

**Top labor-intensive pests:** Termites, bed bugs, cockroaches

**Top callback pests:** Rodents, ants, mosquitoes



## TEXAS PEST RX

Floresville, Texas • 830-393-6964  
\$1 million • 7 employees, 7 vehicles

### Chris Baumbach

*President*

chris@txpestrx.com

**Career start:** My previous business partner was my personal home technician. A conversation started about what it takes to start a pest control company.

**Family:** Married 20 years, with a son, 19, who helps out on college breaks, a daughter, 17, and two doodles.

**Hobbies/Interests:** Fly fishing, saltwater fishing, making whiskey, hunting

**Favorite sports teams:** Dallas Stars, Tampa Bay Buccaneers, Southern Methodist University Mustangs, Texas A&M Aggies

**Favorite TV/streaming shows:** "The Lincoln Lawyer," "Suits," Audible books

**Top materials-intensive pests:** Termites, mosquitoes, tree pests

**Top labor-intensive pests:** Termites, general household pests, rodents

**Top callback pests:** Scorpions, German cockroaches, tawny crazy ants



## TERMINIX SERVICE

Columbia, S.C. • 803-551-1200  
\$170 million • 1,080 employees, 1,100 vehicles

### Kevin Hathorne

*Training & Technical Director*

khathorne@trustterminix.com

**Career start:** After earning my master's degree in entomology, I interned with Dow AgroSciences and then joined Terminix Service.

**Family:** Married, one daughter, 26 and married, three cats

**Hobbies/Interests:** Outdoor leisure activities, indoor couch potato

**Favorite sports teams:** Clemson Tigers, Pittsburgh Steelers and Penguins, Pitt Panthers

**Favorite TV/streaming shows:** "Breaking Bad," "The Sopranos," "The Wire," all the Taylor Sheridan series

**Top materials-intensive pests:** Termites, bed bugs, rodents

**Top labor-intensive pests:** Bed bugs, rodents, beetles

**Top callback pests:** Ants, cockroaches, rodents



## THE BUG MASTER

Austin, Texas • 512-250-1500  
\$10.8 million • 80 employees, 77 vehicles

### Dauphin Ewart

*CEO*

dauphin.ewart@thebugmaster.com

**Career start:** Second generation

**Family:** Married with a daughter, 12

**Hobbies/Interests:** Music, cycling, contemporary literature

**Favorite sport:** Cycling

**Top materials-intensive pests:** Wildlife, termites, ants

**Top labor-intensive pest:** Wildlife

**Top callback pest:** Ants



## THOMAS PEST SERVICES

Schenectady, N.Y. • 518-861-4921  
\$9 million • 52 employees, 49 vehicles

### Shawn Saville

*Director of Operations*

ssaville@thomaspest.com

**Career start:** Just started in December after a 30-plus year career in business technology

**Family:** Married with three sons, one daughter and three grandchildren

**Favorite TV/streaming show:** "Everybody Loves Raymond"

**Top materials-intensive pests:** Cockroaches, rodents, bed bugs

**Top labor-intensive pests:** Rodents, bed bugs, wildlife

**Top callback pests:** Rodents, yellowjackets, ants



## TOTAL PEST CONTROL

Southington, Conn. • 860-577-0400  
\$1.4 million • 8 employees, 8 vehicles

### Mark Hayden *President*

totalpest.zeropest@gmail.com

**Career start:** I joined a company that my brother worked for. I founded Total with my wife five years ago as a Veteran-owned business.

**Family:** Married with two children and four grandchildren

**Hobbies/Interests:** Spending time with the grandkids

**Favorite sports teams:** New York Yankees, New England Patriots

**Top materials-intensive pests:** Mice, rats, termites

**Top labor-intensive pests:** Mice, rats, termites

**Top callback pests:** Bed bugs, cockroaches



## TRAD'S PEST CONTROL

Jacksonville, Fla. • 904-733-7488  
\$4.1 million • 31 employees, 27 vehicles

### Denise Trad-Wartan *CEO*

dwartan@tradspestcontrol.com

**Career start:** Family business – I grew up eating my lunch on a bag of weed and feed

**Family:** Married 34 years with two grown daughters, one son-in-law and a granddog

**Hobbies/Interests:** Reading, cooking, baking, gardening, fitness and French

**Favorite TV/streaming shows:** World Cup soccer

**Top materials-intensive pests:** Chinch bugs, sod webworms, weeds

**Top labor-intensive pests:** Chinch bugs, German cockroaches, rodents

**Top callback pests:** German cockroaches, rodents, ants



## ZUNEX PEST CONTROL

Orem, Utah • 385-475-5415  
\$8 million • 30 employees, 21 vehicles

### Josh Zuniga *Owner*

joshzuniga@zunexpestcontrol.com

**Career start:** I began in pest control doing door-to-door sales. I became a minority partner of that company and later started my own company.

**Family:** Married with two children, ages 3 and 3 months

**Hobbies/Interests:** The "4 Fs": fishing, faith, finances, family

**Favorite TV/streaming shows:** "Major League Fishing," "MeatEater," "Hell's Kitchen"



### Josh Petersen *Head of Operations*

joshp@zunexpestcontrol.com

**Career start:** In 2007, to pay my way through college

**Family:** Married with four daughters, ages 2 to 12

**Hobbies/Interests:** Reading, being outdoors, spending time with family, listening to music

**Favorite TV/streaming shows:** Crime dramas

**Top materials-intensive pests:** Bed bugs, German cockroaches, rodents

**Top labor-intensive pests:** Bed bugs, German cockroaches

**Top callback pests:** Ants, spiders, cockroaches





## PMP GROWTH SUMMIT TEAM



**Kevin Stoltman**

*NCM President & CEO*  
kstoltman@northcoastmedia.net  
216-706-3740



**Heather Gooch**

*Editor-in-Chief*  
hgooch@northcoastmedia.net  
330-321-9754



**Marty Whitford**

*VP of Content & Publisher*  
mwhitford@northcoastmedia.net  
216-706-3766



**Diane Sofranec**

*Senior Editor*  
dsfranec@northcoastmedia.net  
216-706-3793



**Mike Joyce**

*Associate Publisher*  
mjoyce@northcoastmedia.net  
216-706-3723



**Joey Ciccolini**

*Senior Digital Specialist*  
jciccolini@northcoastmedia.net  
216-363-7925



**Tod McCloskey**

*Custom Media Sales Director*  
tmccloskey@northcoastmedia.net  
216-363-7921



**Allison Blong**

*Senior Events Manager*  
ablong@northcoastmedia.net  
216-363-7936

**MyPMP.net**

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