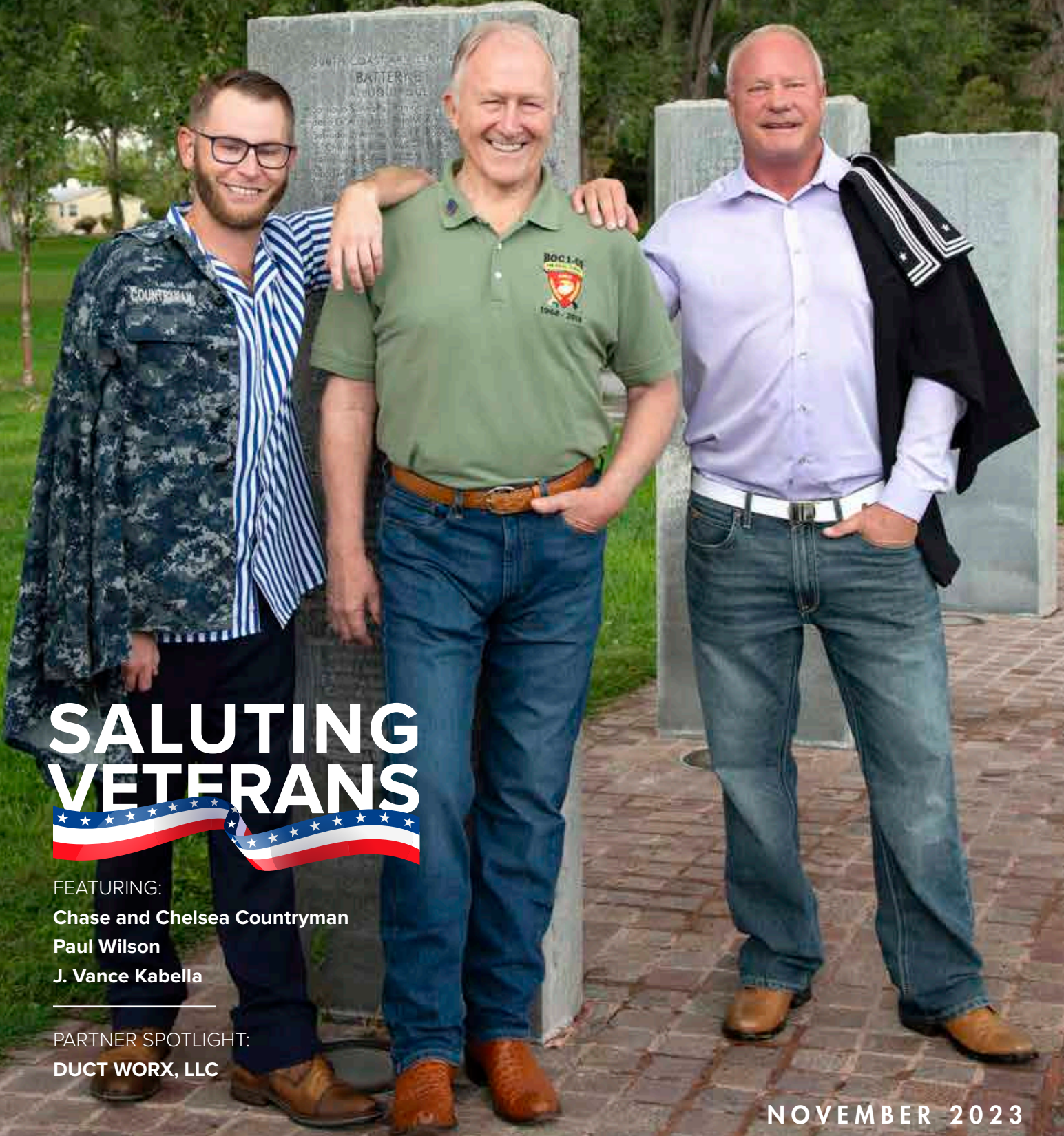


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TABLE OF CONTENTS



06
Preferred Partners



08
Event Recap: 4 Year Anniversary Celebration!



14
Partner Spotlight: Scott Herrmann, DUCT WORX, LLC



20
Saluting Veterans: Chase and Chelsea Countryman



26
Saluting Veterans: Paul Wilson



32
Saluting Veterans: J. Vance Kabella

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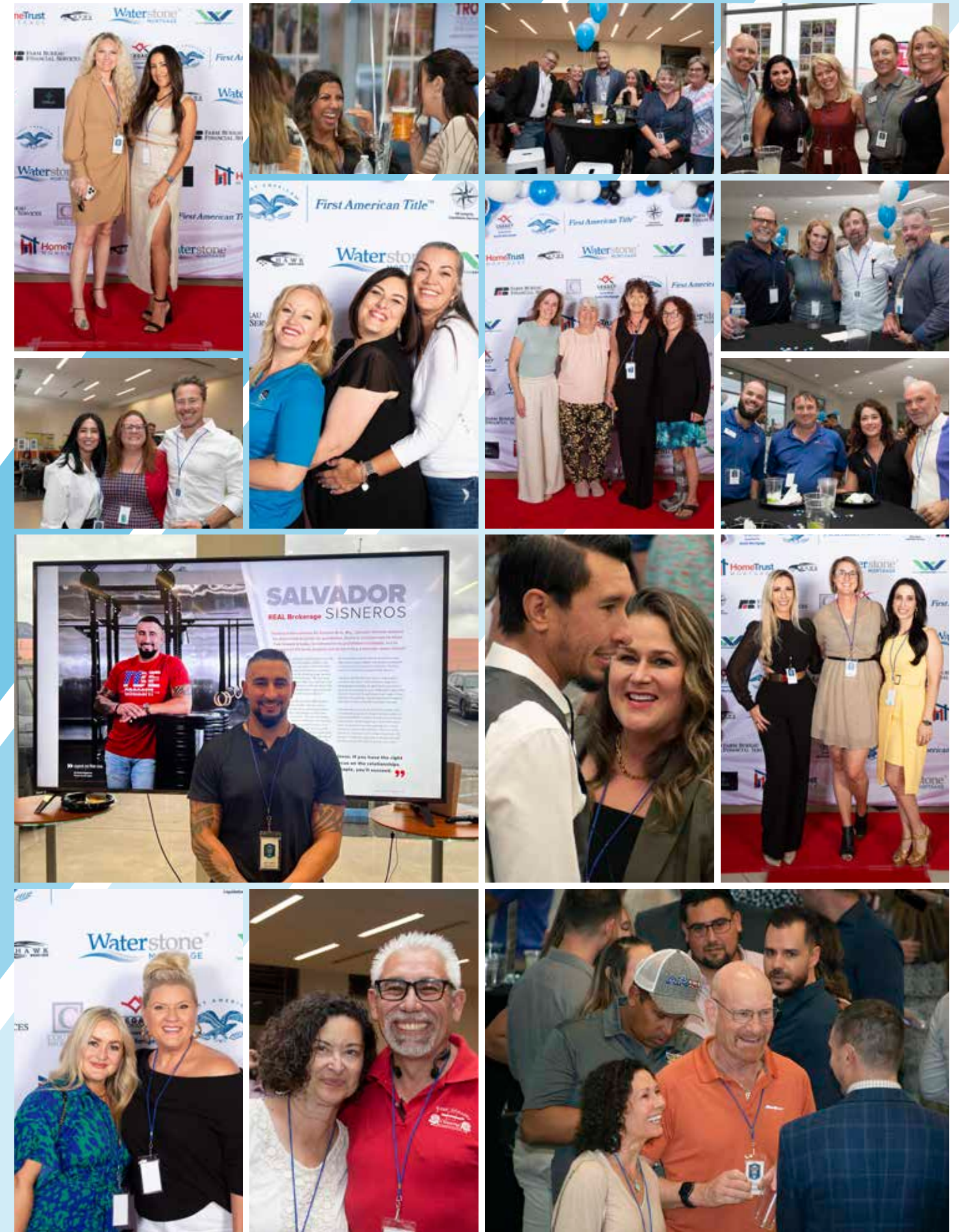
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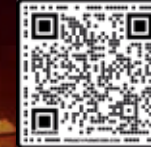
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BUILT ON INTEGRITY

“Integrity is the seed for achievement. It is the principle that never fails.”

– Earl Nightingale

In the world of business, there is no substitute for integrity. It’s the cornerstone upon which lasting success is built. DUCT WORX, LLC, New Mexico’s premier air duct repair, restoration, scoping, and cleaning company, embodies this principle at its core. Since its inception in 2014, DUCT WORX LLC has strived to provide quality service, driven by honesty and integrity, with a commitment to positively impacting its community.

The driving force behind DUCT WORX, LLC is Scott Herrmann, a veteran in the business world who has been making waves in Albuquerque since 2006. Scott served in the Army from 1988-1992 as an 88M. He was the proud recipient of the Humanitarian Service Medal for fighting forest fires in Idaho while first stationed in Fort Riley, Kansas. He was also stationed at Camp Casey, Korea and was personally selected to work on projects with military intelligence on the DMZ, receiving an Army Commendation Medal (ARCOM). He understands the value of military service and employs workers from various military branches. He brings that solid work ethic to the company.

This entrepreneur started ABQ House Detectives, a home inspection company, but didn’t stop there. Over time, Scott expanded his expertise, leading to requests for sewer scopes and duct scopes. This growing demand paved the way for the birth of DUCT WORX, LLC.

What sets DUCT WORX, LLC apart is Scott’s relentless pursuit of industry knowledge and excellence. He continuously seeks opportunities to improve his expertise, ensuring that DUCT WORX, LLC remains at the forefront of its field. Scott’s reputation for quality work and dedication to his craft has earned him a loyal following among local clients and REALTORS®, who consider him their go-to expert for scopes and ductwork.

Scott’s dedication to his craft is reflected in his impressive list of credentials. He is the only general contractor in New Mexico certified by the National Air Duct Cleaners Association (NADCA) that does duct restoration. He also holds certifications from the International Association of Certified Indoor Air Consultants (IAC2). He is a Master Inspector for the International Association

of Certified Home Inspectors and a Member of the Home Builders Association of Central New Mexico.

In recent years, Scott has earned many impressive contracts, including contracts for the City of Albuquerque, the Kirtland Air Force Base, Blue Cross Blue Shield, and the Gallup Indian Medical Center.

A TALENTED TEAM

One key factor differentiating DUCT WORX, LLC is its commitment to hiring the best employees. “The crew we currently have assembled is absolutely the best in the business, and it goes without saying our continued success rests directly on their shoulders,” says Scott.

“I do my best to take care of my people. After re-assuming full management control in July of 2019, the company has experienced growth by leaps and bounds. As the company continues to grow, so does everybody’s paychecks. That in and of itself is very rewarding. I love the fact that we can bring people into DUCT WORX, LLC and provide a good living for them and their families,” says Scott.

He credits Chris Page and Russell Garcia, who have been the backbone of the company since the beginning. Without their efforts, the company’s growth would not have been possible.

COMMITTED TO THE COMMUNITY

Not only is DUCT WORX, LLC committed to its employees, but it also takes its responsibilities to the community seriously. The company has organized drives for the Roadrunner Food Bank, fund-raised for the Pink Warrior House, and consistently offers discounts to military personnel, veterans, first responders, educators, and seniors. Notably, DUCT WORX, LLC provides free sewer scopes and duct scopes for Vietnam Veterans as a gesture of gratitude.

“Every time I’m on the phone with a Vietnam Vet, it gets emotional and I say, ‘Welcome home,’” says Scott.



“THE CREW WE CURRENTLY HAVE ASSEMBLED IS ABSOLUTELY THE BEST IN THE BUSINESS, AND IT GOES WITHOUT SAYING OUR CONTINUED SUCCESS RESTS DIRECTLY ON THEIR SHOULDERS.”



DUCT WORX, LLC is not just a leader in the air duct repair and restoration industry; it's a company with a heart for the community. Their services span the gamut of duct-related needs, from sewer scoping to duct scoping, residential and commercial air duct cleaning, in-ground duct repairs and restoration, and high dusting for commercial exposed ducts, ledges, and fans. Dryer vent cleaning is another service that they offer.

INTEGRITY AND QUALITY SERVICE
DUCT WORX, LLC New Mexico's trusted name in duct services, exemplifies the importance of integrity in business. Founded on the principles of honesty and quality service, the company has grown by leaps and bounds. Scott and his exceptional team have made DUCT WORX, LLC the best in the business, and they continue to prioritize the well-being of their clients, employees, and community members.

DUCT WORX, LLC is the name to remember for those needing top-notch duct services or those looking to support a business with unwavering integrity. With over two hundred five-star reviews on Google, DUCT WORX, LLC exceeds its customers' expectations.

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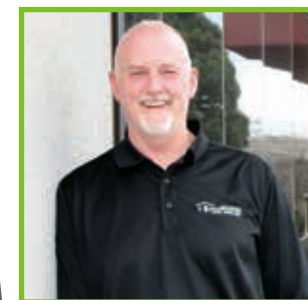
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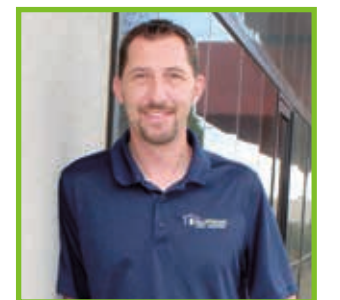
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▶ saluting veterans & all in the family

By Beth McCabe
Photos by Kate Rodriguez

Chase and Chelsea Countryman

Countryman and Co Realty

Service. Sacrifice. Strength.

Chase Countryman, a veteran in the U.S. Navy, and his sister, Chelsea Countryman, have all these characteristics. This dynamic duo at Countryman & Co Realty has a heart to serve others, and it shows with the care and compassion that they extend to their clients each and every day.

Chase served in the U.S. Navy from 2009 to 2017 as an aviation boatswain mate. His role was essential in the operation of aircraft carriers, directing the green-shirted crew responsible for catapulting planes off the deck and assisting their safe landings. During his service, Chase completed three deployments and was stationed in various locations, including North Virginia, California, and the Arabian Gulf. He vividly remembers the figure-eight patterns in the ocean and the opportunity to visit ports in Italy, Portugal, Dubai, Spain, and Bahrain.

One of the significant moments in Chase's military career was his involvement in Operation Enduring Freedom, where he played a crucial role in maintaining safety and security in Afghanistan and Pakistan. He recalls the intensity of the region, describing it as the "scary part of the country over there."

Chase's decision to join the Navy helped him escape a challenging upbringing. Growing up in Wyoming instilled in him a yearning to explore the broader world. His decision to choose the Navy over the Air Force was driven by this aspiration. "Coming from small towns I was eager to expand my horizons," he shares.

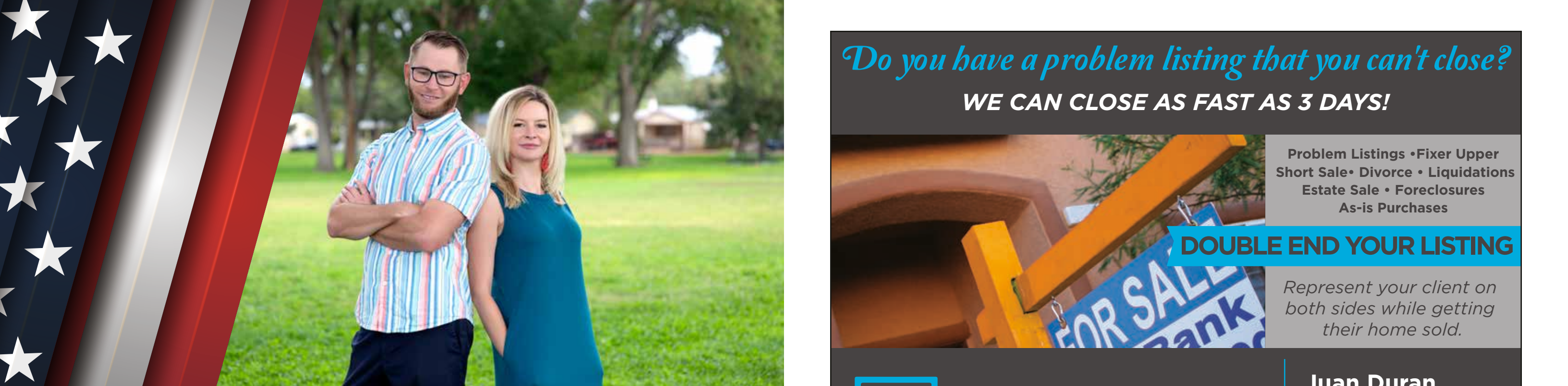
Serving our nation was also a welcome escape, especially since both siblings faced adversity early in life. They found themselves living independently at a young age, with Chase working various jobs to make ends meet, including positions at Applebee's and McDonald's. Despite these challenges, Chase managed to purchase a house and worked as a Coors merchandiser in his pursuit of a better life.

It was Chelsea who ventured into real estate first. She shares, "When Chase decided to join the Navy, I got into real estate in 2010." When he faced a pivotal decision between continuing his military career or exploring real estate, Chelsea encouraged him to take the latter path. Her support and belief in Chase's people-oriented personality played a significant role in his transition.

In 2015, Chelsea made the move to Albuquerque, feeling the need for growth after becoming a top producer in Alamogordo. Her decision paid off, as she soon became the top listing agent in the state for four consecutive years. Not to mention being awarded the Fab Under 40 in January 2020 and being a veteran specialist. Chase also made his mark in real estate, becoming a top 300 REALTOR®, especially with his ability to connect with others.



"Sometimes the greater the adversity, the more fertile ground for a richer life experience."



In 2020, Chelsea took a significant step by founding Countryman & Co Realty, where Chase quickly distinguished himself as the company's top agent, notably for helping veterans purchase a home through the Veterans United Network. Their team is intentionally small, emphasizing a commitment to personalized service over mass production. "We don't believe in the hustle culture. Instead, we're recognized for our unwavering commitment to our clients," Chelsea explains.

Despite their humble approach, both siblings emphasize the importance of responsiveness and accessibility in their real estate practice. Chelsea attributes her success not only to their dedication but also to her willingness to adapt and rewire her mindset. Chelsea continuously studies the importance of mindset and neuroplasticity, recognizing the influence of one's reality with thoughts.

Chelsea's interests extend beyond real estate, as she is an artist, life coach, and yoga practitioner. Her passion for personal development and helping people through trauma complements her real estate career. Chase, on the other hand, enjoys golf and is eager to strike a balance between work and family life, especially since becoming a father to a young son named Cash.

Their life story reflects the belief that adversity can shape a brighter future. "Sometimes the greater the adversity, the more fertile ground for a richer life experience," Chelsea notes. Beyond their real estate achievements, the Countryman siblings stand out as genuine, grounded individuals. Their continued commitment to their clients and community is marked by unwavering dedication and integrity.



“ We don't believe in the hustle culture. Instead, we're recognized for our unwavering commitment to our clients. **”**

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PAUL WILSON

The Home Team of eXp Realty

Paul Wilson is a dedicated and driven real estate professional who has made his mark in the industry. An accomplished real estate agent with eXp Realty, Paul has a rich life story that spans military service, a successful career in real estate, and giving back to his community.

Born to an Army soldier at the beginning of the Baby Boomer era, Paul moved from one military post to another with his family. Little did he know that he would go into real estate decades later.

As he approached college age, Paul had a choice to make.

“I applied to the Naval Academy and Coast Guard Academy and Air Force Academy,” he comments. After getting accepted to the Coast Guard Academy and the Naval Academy, he decided upon the Naval Academy. This decision would set the course for his future. Graduating in 1968, Paul found himself amidst an exceptional group of peers, including a U.S. senator, three astronauts, a director of NASA, one chairman of the Joint Chiefs of Staff, two Chiefs of Naval Operations, one Commandant of the Marine Corps, and one NRA celebrity.

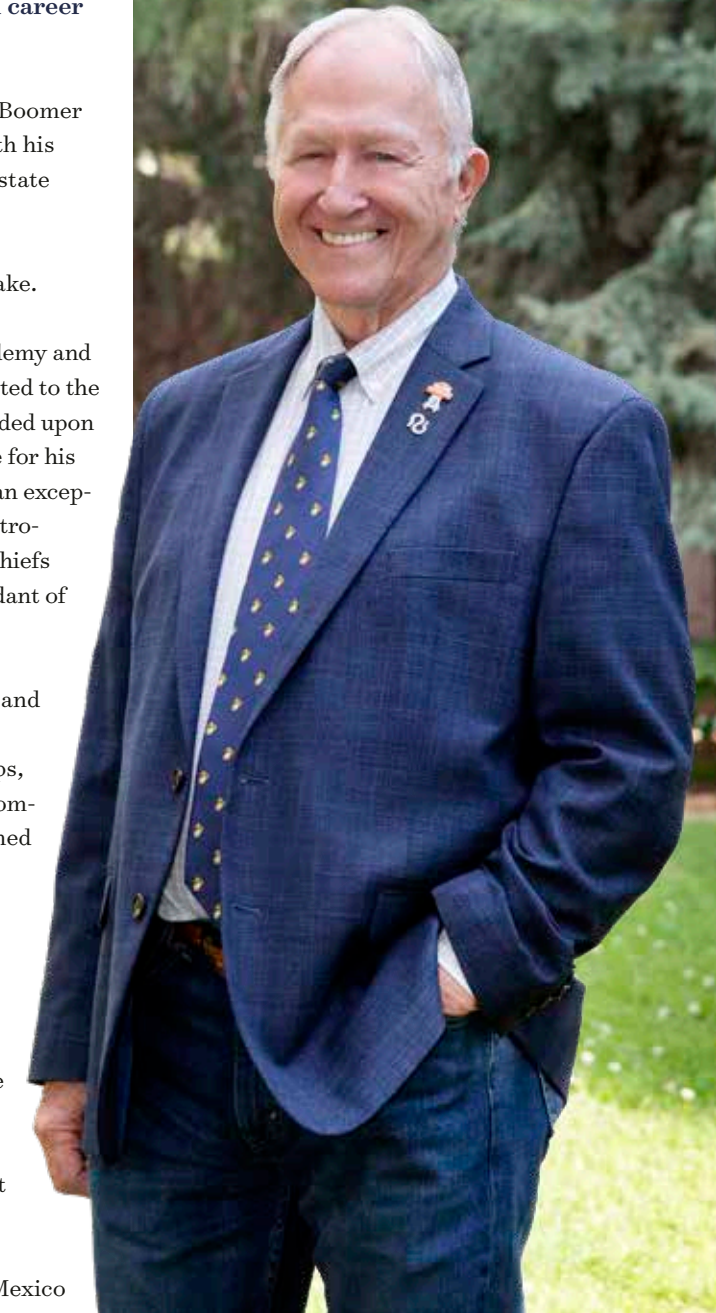
The Vietnam War was a significant part of Paul’s era, and he went on to serve in Vietnam. Driven by a desire to fly helicopters in combat, Paul joined the Marine Corps, completed his training, and headed to Vietnam. His combat experiences shaped him profoundly, and he returned to the United States with a sense of duty and service that would continue throughout his life.

Transitioning to different roles and environments, Paul navigated the complexities of being a pilot, serving in various duty stations worldwide. One of Paul’s notable experiences was participating in rescue missions during a devastating monsoon in South Vietnam in 1970. These missions highlighted the diverse roles the military plays, not just in combat but in humanitarian efforts as well.

Paul’s last tour of duty was at the University of New Mexico in Albuquerque. “I retired in 1992 after two years at the University of New Mexico as a Professor of Naval Science,” he explains.

Reflecting back on his twenty-four years of service, Paul comments, “I do miss it. I miss the camaraderie and closeness that we had.” All experiences that he had were unique and he treasures them to this day. “It was a fulfilling opportunity to be a part of something larger than yourself.” Working on missions and completing them was rewarding.

How did Paul decide upon real estate? “A friend of mine told me that I might be good at real estate when I was still in the Marine Corps,” he explains. He got into real estate while stationed in



California to gain more information. When he bought a house with a REALTOR® in Albuquerque, another friend also suggested real estate to Paul. Taking his advice to heart, he entered real estate before life had another surprise.

“I met Judy in Albuquerque,” explains Paul. “We had known each other and reconnected when we were in the real estate business.” They started dating and got married in 1999. “She was with Coldwell Banker and I was with Prudential. It worked out really well.”



It was a fulfilling opportunity to be a part of something larger than yourself.

In 2001, they opened their own brokerage, Home Team Realty until 2015. Now they are affiliated with eXp Realty, marking themselves as the Home Team of eXp Realty. "I captured 'Home' in our team early on," he says.

Paul and Judy complement each other in real estate, each bringing unique skills to the table. Their team, which includes a transaction coordinator and buyer specialists, focuses on delivering top-notch service to their clients.

Beyond his career, Paul is a passionate writer and has achieved recognition as a best-selling author. He's working on two more books, sharing life lessons and experiences. As for Judy, she is a Master Gardener and a Jazzercise enthusiast.

Paul enjoys spending time with his two adult sons, an adult daughter, eight grandsons, one granddaughter, and a great-granddaughter. They enjoy making memories to cherish.

From his military service to his thriving real estate career, Paul continues to inspire those around him. His journey reminds us of the importance of saluting veterans and appreciating their contributions to our communities and our nation. Happy Veterans Day, Paul!



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J. VANCE KABELLA

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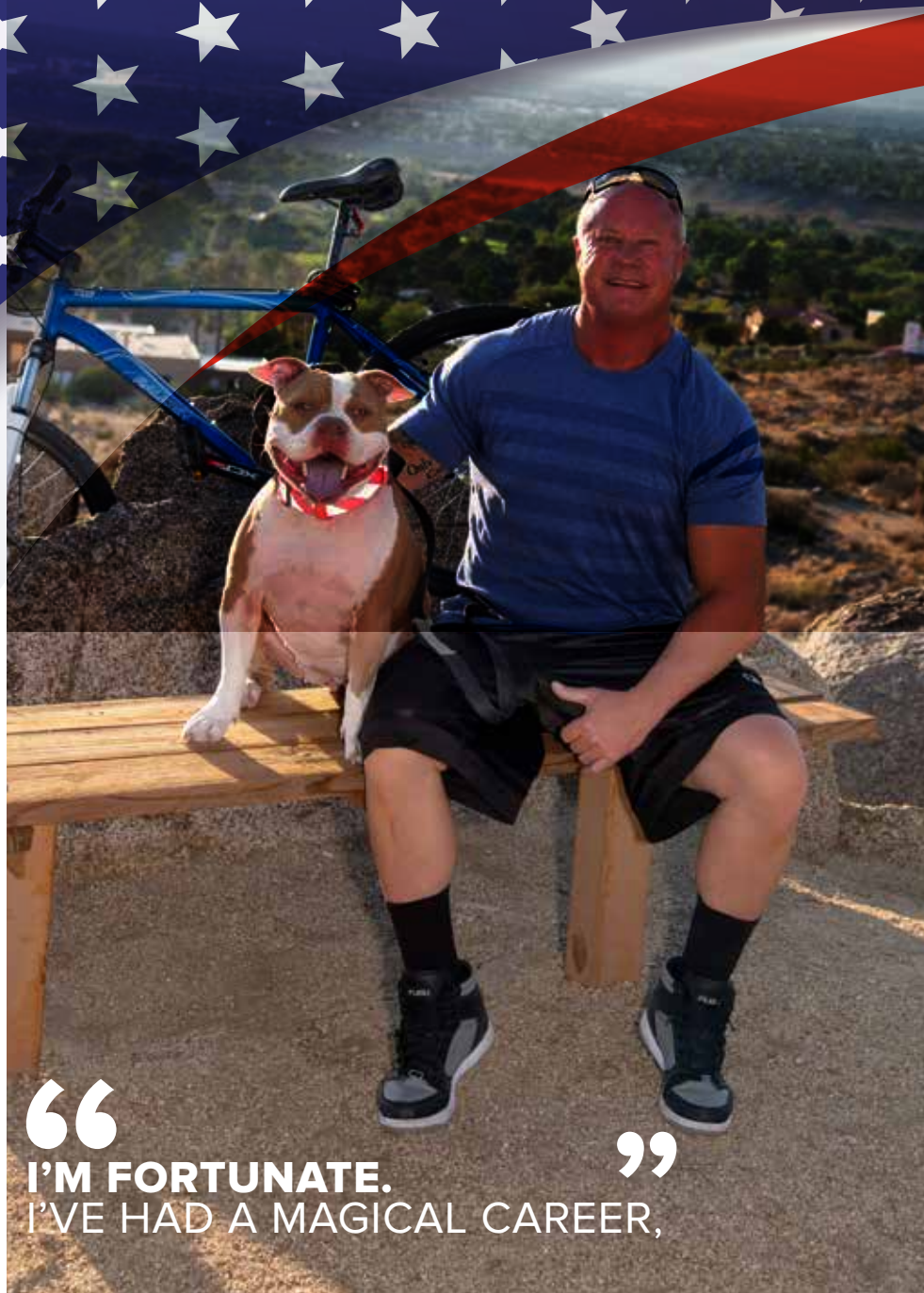
DEDICATED. DRIVEN. DESTINED FOR SUCCESS. Gulf War Veteran J. Vance Kabella has all of these characteristics. He served our country from August 18, 1987 – August 18, 1997 in Active Duty. Eager to serve our country, he wanted to travel and see what the world had to offer. Serving in the military gave him that very opportunity.

After boot camp in San Diego, Vance’s first tour of duty was at Polaris Point Submarine Base in Guam. “They called me a fireman, a guy who worked in the engine room and the steam room,” says Vance. After going to the Philippines, Thailand, Singapore, Korea, and Japan, Vance was transferred back to Point Loma, San Diego, where he repaired submarines and put them back out to sea.



He then worked as a 9545 Security Specialty Specialist with anti-terrorism training out of Lackland Air Force Base in Texas. “I was then transferred to San Clemente Island off the coast of California, which was the best duty in the whole world,” says Vance. “I watched the SEALs do operations all day and all night, making sure that all who came to the island were legitimate and had the proper credentials.” When not working, Vance enjoyed a lot of fishing and diving.

“I was then transferred to a Master-at-Arms (MA) on the USS George Washington out of Norfolk, Virginia,” he says. He provided security on the ship before his next appointment overseas in his naval career, traveling to Europe; Rome, Italy; Spain; France; and Greece.



“ I’M FORTUNATE. I’VE HAD A MAGICAL CAREER, ”

A man of integrity, Vance’s clients trust him as evidenced by their rave reviews, which brings him incredible joy. Building long-term relationships and ensuring that his clients’ needs are met with compassion and experience are what he does best.

A CAREER MILESTONE

Vance was entrusted with the acquisition of the King Santa Ana Pueblo, a historic land acquisition for Native Americans. Vance’s ability to build trust and facilitate this transaction marked a significant milestone in his career. Being invited to the tribal grounds and representing his clients was priceless by embracing the Native American culture up close and personal.

“I spent some time with Native Americans and learned beautiful lessons,” he reflects. “To be a better person, be more thoughtful, loving and understanding.”

This milestone was also the largest land acquisition in the history of the company. They trusted Vance and he felt honored to serve them.

RELAXING + RECHARGING

Outside of his work, Vance enjoys spending time at the lake, mountain biking, paddleboarding, and motorcycle riding. He’s also a proud dog owner of a two-year-old Bully named Bailey Rae who brings joy to his home. He appreciates his close-knit family who support one another. “We have each other’s back,” he smiles.

SERVICE FIRST

“I’m fortunate. I’ve had a magical career,” concludes Vance. This Gulf War veteran has put others first throughout his life of service in his military career and in real estate, achieving a legacy that will last for years to come.

“I’ve had a great naval career on the water,” he reflects. “I’ve been through the Suez Canal, Panama Canal, and every ocean and channel there is. I was blessed to do that much traveling.”

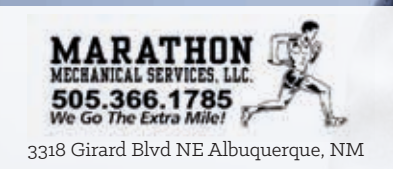
An accomplished veteran, Vance was awarded the National Defense Service Medal (NDSM), the Southwest Asia Service Medal (SASM) with Bronze Stars, Sea Service Ribbon, two Armed Forces Expeditionary Medals, and the Navy Good Conduct Medal, among many other awards.

TRANSFERRING TO CIVILIAN LIFE

Vance took a position at an Albuquerque title company in 1999, and he was soon recruited to work for Fidelity National Title, who recognized his potential. “They made me an offer I couldn’t refuse,” he says. His career continued to evolve as he ventured into mortgage banking and eventually obtained his real estate license in 2005.

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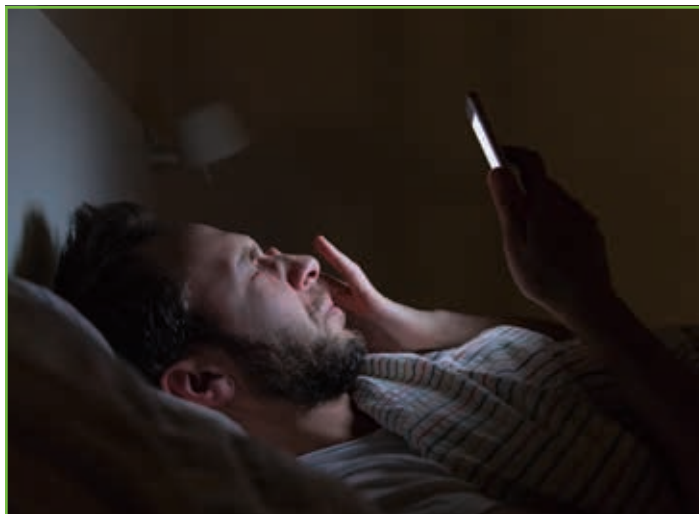
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