#### **Advance Praise for Men are Pigs**

- "Sturgeon takes the same 'no BS' attitude that has made him a successful businessman and applies it to dating, sex, and marriage."--McKenzie Smith, Dallas TX
- "Few speak about the differences between the sexes or the real desires of men. Sturgeon does both without apology. I'm glad someone is finally saying this stuff!"--Greg Morse, President of a Texas Bank, published author
- "Every woman should read this book! Reading it and acting on the advice will make any relationship stronger."--Kristy Remo, Fort Worth Entrepreneur
- "A high-five for men and a revelation for women, this book will help both get luckier in bed, courtship, and marriage."--Josh Davis, Web Consultant, Made In Fort Worth.com
- "Ron tells it like it is. If a woman is offended, it's because she isn't in the 20 percent who love sex. That's fine, as long as she finds a man who also doesn't love sex."-- Jonna Downey, Weatherford Texas
- "Wow. This is must-read for those who want long lasting relationships."--Brian Nerney, Seattle Washington
- "Don't be like me. The title offended me, and I didn't want to read it. After 10 pages, I realized how much I needed to hear the advice in this book. I've rejuvenated my relationship. He's thrilled, and so am I."--Cindy Gifford, Haltom City Texas
- "And I thought I knew everything about women... was I ever mistaken. Now I am a better husband."--Bill Stevens, Mansfield Texas
- "Now I know how to spot a woman who *needs*, not wants, sex. The lists and pointers are the keys to finding a keeper."--Dave Beckman, Fort Worth Texas

## Men Are Pigs

And That's a Wonderful Thing

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409 Low-Cost Events (with Linda Allen)

Getting to Yes with your Banker

Peer Benchmarking Groups

Green Weenies and Due Diligence

How to Salvage Millions from your Small Business

How to Salvage More Millions from your Small Business

## MEN ARE PIGS AND THAT'S A WONDERFUL THING

9 Secrets and 7 Strategies to Get More Women, Steamier Sex, and Better Relationships

THE Holy Grail – 27 ways to Spot Women who really *Need* SEX

#### **RON STURGEON**

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# To Linda, my wonderful girlfriend and life mate.

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#### **FOREWORD**

Depending on your vantage point, the "men are pigs" cliché either elicits comfort, resignation, or fury. In this book, Ron Sturgeon attempts to unleash all three at once--a whack on the side of the head to dislodge your preconceived notions on sex and relationships. And get you out of your romantic rut. Does it work? You be the judge.

I first became acquainted with Sturgeon while I was a staff writer at the *Dallas Observer*, where I was a feature and food and wine critic. I would regularly get press releases from the DFW Elite Toy Museum, a collection of some 3,000 rare and unique toys and miniature cars. Those were followed by releases extolling another Sturgeon creation: the DFW Elite Auto Club. The Auto Club was a fractional ownership program where, via a monthly fee, you could tool around in a Bentley Continental GT, a Ferrari F430 F1, or a Porsche 911 Cabriolet over a different weekend each month.

A couple of years ago he sent me a copy of his book Getting to Yes With Your Banker, a collection of tips (making lunch count) and traps in banking relationships. He also reveals in Getting to Yes that one of his Auto Club clients cut a bright green Lamborghini in half with a tree, giving new meaning to the term fractional ownership.

Ron Sturgeon is a serial entrepreneur, one with seemingly boundless energy and creativity. Yet his passions aren't diffused. They're focused primarily on what he calls automobilia, reflecting a zeal for piston toys in all sizes and guises.

A few months after receiving his book, I got an email from Sturgeon. He was looking for a collaborator on a book he was composing on sex and relationships. Paula Felps, a colleague of mine who worked with Sturgeon on many of his other books, suggested I might be a good fit because of my interest in cars. Plus I enjoyed modest success with erotic fiction in the mid-1990s and she thought these sensibilities might come in handy. I was intrigued.

More intriguing than that was how Sturgeon came upon the idea for the book. Fresh from a divorce, he began dating and talking to other singles on the agonies and ecstasies of meeting people and forming and maintaining lasting relationships. Through these conversations, Sturgeon began noticing consistencies in the stories he was hearing from both men and women.

Unlike many who have attempted to tackle the issue, Sturgeon is a fearless and effective interrogator. He honed the process by devising a list of standard questions to tease out perceptions many people unknowingly keep under wraps. He collected and organized these stories over a period of four years. The result is Pigs, a brash, seat-of-the-pants study on men and women and what happens when they make contact.

Pigs is informal, laced with Sturgeon's edgy, off-the-grid interpretations, commentary, and advice. To say it's an unexpected detour for an all-business, nuts and bolts entrepreneur like Sturgeon is an understatement. (Sturgeon tracks his credit rating like other men track box scores.)

His story is a classic rags-to-riches tale. When Sturgeon was a teenager working his way through high school as a grocery store produce manager, his father died suddenly. His stepmother kicked him and his twin brother out of the house. All he had to his name was a 1965 Volkswagen Beetle and \$2,000 his father had left him for college. He had nowhere to live and a Volkswagen to share.

But he had an idea. In 1973, he teamed up with a friend whose father owned and operated an automotive glass shop. They launched a Volkswagen repair business by renting one of the service bays. AAA Bug Service was born.

A year later, he obtained a dealer's license and began accumulating wrecked cars for parts. Before long, he was making more money selling parts from those wrecks than he was repairing cars in running condition. So he opened a junkyard with one employee.

Junk was good to Ron Sturgeon. Or maybe Ron Sturgeon was good to junk. In 1985 he designed a rudimentary computer program on an Apple IIe to manage his salvage yard inventories and maximize profits. With this system, Sturgeon could accurately predict exactly which parts on a specific vehicle would sell. He scrapped the rest.

Seven years later he opened a second salvage yard, moving into highline vehicles with nameplates such as BMW, Mercedes, and Lexus. It was while working with these nameplates that he developed an innovative database driven direct mail marketing program—highly unusual for a junkyard. Sturgeon was Sending out some 1 million direct mail pieces per year, cross referencing calls to a series of 800 numbers with zip codes to determine which areas were yielding the most returns. His strategy caught the

eye of *INC* magazine, which profiled Sturgeon and his innovative direct-mail program in June 1994.

Five years later, Sturgeon sold AAA Small Car Worldone of the largest auto recyclers in the nation—to Ford Motor Company. Price: somewhere north of \$10 million. In 2001 he left Ford to launch an auto auction for insurers. A year later he sold the venture for more than \$5 million in stock to the largest publicly held company in the sector.

Then in 2003, Sturgeon bought back his auto recycling business from Ford. The company had grown from six locations in Texas with 150 employees and \$15 million in sales, to 30 locations in 19 states with 1,000 employees and \$140 million in sales.

The company was also drowning in red ink. Sturgeon worked doggedly with his partners for 18 months wringing out inefficiencies. He returned the company to profitability. Spruced up, he and a pair of partners sold it to Schnitzer Industries in 2005 for millions. He and his junk hit pay dirt. Again.

These days, Sturgeon consults, gives speeches as Mr. Mission Possible, and oversees a swath of commercial real estate totaling some one million square feet. And he writes books.

So what does proficiency with scrap fenders and valve covers have to do with romance and knowing when to touch the small of a woman's back? Nothing. And everything. Sturgeon has spent his life wrestling with conundrums, analyzing everything he came into contact with. And what are sex and romance if not the mother of all conundrums?

If business and entrepreneurship teaches anything, it's that cost-benefit analysis must be applied to all areas of life if you're going to enjoy success and happiness. And great sex. If benefits exceed costs, it's best to continue investing in--and working--the process. Once that equation flips, cut your losses and move on. It's birds and bees 101--from the point of view of a spreadsheet.

Sturgeon says his greatest talent is the ability to make complex things simple. Which is not the same as making hard things easy. He also has a knack for taking successful processes he discovers from other businesses and applying them to his own ventures. To paraphrase Picasso: Creative people borrow. It takes a genius to steal.

Pigs is a blunt, entertaining and no-holds-barred

peek into the explosive chemistry of sex and romance-from a seldom discussed perspective. And--in the current
social orthodoxy where the feminine is idealized while
the masculine is scoffed at—a refreshing take in its
brazen political incorrectness. So proceed at your own
risk. You'll either throw this book at the wall, or
highlight a few excerpts and frame and hang them there.

-Mark Stuertz

#### INTRODUCTION

Men are Pigs. It's hard to think of three words that are more insulting when describing the friction between men and women. Women think men are pigs because all they think about is sex. Men think women are pigheaded because they refuse to see the importance of sex. It's the elephant-in-the-room between the sexes. This disconnect can poison and wreck a relationship. You can't wish away the differences between men and women, no matter how "enlightened" you may think such wishing might be. But if you learn how a pig thinks and what motivates him, you can make him dance at will.

I originally wanted to call this book *Pedestal Treatment*. It was to be a collection of simple strategies to keep marital bonds warm. I wondered: what would happen if you got out of bed every morning and asked your spouse "What can I do to keep you one more day?"

As a serial entrepreneur in my 50s, I have had a long run of business successes (plus a few failures). My friends say that I'm obsessive compulsive. Others say I'm anal. But everyone agrees my success is due in large part to a knack for analyzing business experiences and learning the right lessons from them. I applied these same skills to this book. So my approach is different from most writers who publish books of this sort. It's a collection of experiences gathered from interviews exploring the triumphs and pitfalls of sex and relationships.

I began by interviewing only men. As you can imagine a lot of men my age are divorced (many are re-married). So I got some pretty good stories describing the ebb and flow of long-term relationships. And what happens when things go wrong. I heard over and over about menopause for example. Soon I began interviewing women.

In the early stages of my research, it became clear that this book was not going to be about how to stay married. Something else popped up. This was exciting because I realized another book on how to stay married would just be one in about 6,312 other books on the same subject. This book was going to stand out from that pack.

I couldn't believe what I discovered. The stories women and men tell are basically the same. When you talk to men they say "Oh my God. All women are liars. They're cheats. They've got baggage. They blow my phone up with texts. They're high maintenance." When you talk to women they say, "Oh my God. All men are scoundrels. They're

cheats. They blow up my phone with texts. They're needy." It's the same list.

But as I dug deeper, clear differences began to appear. My first revelation was that God really did wire men and women differently. Strange that this should be a revelation. Many in "polite society" and far too many women are in denial of this fact. All of the men claimed they weren't getting enough sex. All of the women claimed they were providing their men with plenty of sex. That's one huge disconnect.

Fact: men want sex. Fact: most women simply don't care all that much about sex, at least not in the same way or to the same degree as men. Not even close. Yet strangely, most of the men I interviewed claimed they had been—at one time or another—with a woman who needed sex. Not wanted sex, needed sex. Regularly. There was something different about that woman, these men told me. She had a certain way about her.

That's when I discovered the *Holy Grail*. What's the Holy Grail? It's a set of traits and behaviors that women who truly need sex display at one time or another--as revealed by the happy men who experienced them. They're real. I didn't make them up.

Think of the Holy Grail as a field guide for picking out women with huge sexual appetites from the more sexually inhibited crowd--if that's to your liking. If you want relationships rocked by mind-blowing sex on a regular basis—to whatever degree of intensity your heart desires (or can withstand)—be assured. There's a woman out there for you.

But once you find her, you still have to keep her. That's why this book has a practical piece with tips on how to make your relationships better. Pigs even includes its own token or medallion system—similar to the reminder systems used in many successful treatment and self-help regimens—to help you develop habits that will keep both of you coming back for more. For years. If you can stand it.

My second revelation was that people will tell you the darnedest things—if you ask them. It's amazing how blasé many of us are about the world around us. No wonder we get bored with one another. Our lack of curiosity essentially creates a highly profitable jobs program for couples counselors and divorce lawyers. Maybe this book will make them less necessary.

I also discovered Pretty Girl Syndrome, the existence of cell phones with selective text and voice

options (STVO) synchronized to female (and sometimes male) fickleness, why women hate performing oral sex, and how to determine where a woman ranks on the scale of sexual interest, etc, etc.

Early reviews of my findings from friends, colleagues, and editors were encouraging—if polarizing can be considered encouraging. Comments ranged from "damn right, all men are rapist pigs" to "wow, glad to see someone is actually talking about this stuff" and "the Holy Grail is so cool."

I gathered the information for this book over a 4-year period, conducting hundreds of interviews with scores of men and women aged twenty-something to sixty-something. This book was written by a man--it's from a man's perspective. It's not a scientific or formal research study. It's simply a record of conversations.

I tried to be objective, and I certainly got a lot of feedback from women. Yet the musk of male temperament saturates these pages. (If you want a book from a female perspective, there are plenty of those out there.)

The result will educate, entertain, and perhaps even repulse you. You likely won't agree with everything I say in these pages. And that's okay. Because if we all had the same tastes, we'd all be driving 4-door white Chevys, there'd be only one banker, one type of woman, we'd all be chasing her, and she would really like it. The rest of us would really hate it. Well, the banker might like it. Especially if that banker was a woman.

Oink oink.

#### Chapter 1: How to Find the Right Person

"A man loses his sense of direction after four drinks; a woman loses hers after four kisses." –Early 20<sup>th</sup> Century journalist and satirist H.L. Mencken

How do you find and meet people? How do you choose the right ones for possible romantic relationships? How difficult is this process? This is a huge topic. Everywhere you go people complain about how challenging it is to meet someone. We assume there are a number of eligible people out there who are just right for us. When it's right it should be easy. It shouldn't be a struggle. But it is.

Why? We think everybody out there is normal. But there are a lot of people out there who aren't really normal. You meet these people when you're dating.

Almost everyone lies when dating. They tell you money doesn't matter. They try to impress you by saying they own real estate in Pebble Beach. They tell you they absolutely love kids and gourmet cooking. Then you come to find out they're lactose and spice intolerant, they want to know the most you've ever spent on a date, they complain about everyone's kids, and their real estate investments consist of a timeshare in a motel along California Highway 1.

There are a few quick filters you can use so that you don't waste your time. For example, I have a friend who runs his own business and when he interviews potential employees, he sends someone out to the parking lot to peek into their car. If the car is a mess, that's how he expects they will keep their desk. The way a person keeps their car and home is often how they keep themselves. So if this is a red flag for you, be aware of it.

Here's another one: If a woman orders three drinks (or salads) in a row and sends them all back, it's pretty clear she's hard to please. One more: observe how a person salts their food. If they salt their food before they taste it, they may have hard-wired habits and will be resistant to change. Evaluate accordingly.

Most people seem okay--until you spend some time with them. What usually happens is two hours, two days, two weeks, or two months into the relationship, they're not what you thought they were. Things start to surface. Whatever little red flags were waving in the beginning turn into rows of red flashing lights with sirens after a few weeks. When people feel comfortable enough to dial

back their best behavior, the warts and boils can come out with a vengeance. To succeed you have to be smart. And really lucky.

#### **How to Get Lucky**

There are so many complications and hazards in the dating game it's enough to make your head spin. Or bobble. First, there's the issue of simply being single, especially if you've been single for a long time. People often get suspicious of long-term singles.

Why? The longer people are single, the more independent they become. They get to be highly protective of their "me space." They lose interest in accommodating others and have little patience for compromise. They've learned to be self-sufficient and they're resistant to change. They get anal and turn pissy if you try to widen their horizons. They're a good fit for someone. It just may not be you.

Of course, older singles have to change somewhat. But the change will be incremental. If you're a displaced travel agent, you're not going to suddenly learn how to become a plumber. You are what you are. Just remember, after about the age of 40, most people are fully set in their ways. And it can be argued that you shouldn't be trying to radically change someone anyway. That doesn't mean they can't be persuaded to compromise and learn new things.

Through my interviews I discovered there are a lot of 40 and 50-year-old divorced women out there who are looking for someone. But one guy told me that after he turned 40, women started dumping him after the first few dates once they found out he had never been married. These women thought there was something wrong with him, that he was defective in some way. The "single" issue can be a problem of both reality and perception.

\_\_\_\_CALLOUT\_\_\_\_\_

#### About the Research

I interviewed several hundred adult men and women from all age groups over a four-year period for this book. At the start, I used the same set of questions for each subject, refining it as I went along. I was amazed at what people will reveal if you just ask and sincerely listen (and those that know me know that I am not afraid to ask—about anything). My interview subjects—both men and women—were willing to talk. They

were eager to discuss their own ideas, insights, and experiences--the good and the bad. And they were hungry for solutions—the crux of this book.

But older people have at least one advantage. While older singles may play games, they don't game the dating system as often as younger singles do. Older singles tend to skip the power plays, the teases, the jealousy ploys, the hard-to-get headaches, and the "jumping through hoops" trials to prove worthiness. They simply don't have the time, energy, or willingness. That's why for older singles the weeding process is far more efficient. It can also be lonelier.

#### Where to Begin?

You can meet people on the Internet, in bars, at the grocery store, at church, in classes, or at work.

Obviously you have to be very careful at work. It's filled with professional and legal hazards. As the sayings go: "Don't get your meat where you get your bread" and "Don't dip your pen in the company ink well."

Be creative. Be open to possibility in unexpected places. I talked to one guy who met his long-term girlfriend after selling her a car she was buying for her son.

One good rule of thumb is to regularly participate in things you are passionate about. That way, you have some common ground established and increase your chances of making a solid connection. Yet even with all of these options it's still challenging. So be ready to put some work into it. And be patient.

One thing I came across repeatedly: The 45 to 60-year-old-guy who's recently divorced and is dating a girl 20 or more years his junior. Yes, she looks good on the arm. Sure, she's crazy in the sack. But what the hell does he think she is going to want in 20 years when he is all shriveled up?

I met one 50-year-old who was dating a 20-something and he didn't understand why her parents didn't like him. What? Is he from Mars? All of our ex's think we left them for much younger women. I don't believe that's true in general. But that doesn't mean a few of us won't end up with a spring chicken.

Just keep it real, guys. Keep the age gap to ten years give or take. Granted it isn't easy to find a woman

in the forty-something age bracket who is still working her charms to dizzying effect. But she's out there. So don't give up.

#### Where to Get Lucky

Everybody says, "Oh you never meet anyone worthwhile in a bar." What does that mean? I'm in a bar. You're in a bar. Are we saying that good people don't go to bars? I went to bars because I wanted to meet people. I wanted to meet other people who go to bars to meet people. Everybody says it's a bad idea to try and meet someone in a bar. Yet we all go to bars.

Here's the thing: There are good bars and there are bad bars. There are dives and there are classy spots. Explore. Be selective. Many clubs and organizations have monthly happy hours. Find one suitable and join. It's a great way to sample venues and mingle with prospects. There's a bar out there that fits your style. If you want a classy girl, go to a classy bar. If you want a biker girl, go to a biker bar (and there's nothing wrong with that if that's what you want). So belly up.

Many of the people I interviewed had great success with Internet dating sites. And while there are several sites that are good for establishing relationships, there are also a lot of good sites if you just want to get laid. Match.com seems to be one of those.

A friend of mine who is 50 has three dates a week. He has sex with three different women every week. And it's all through one of the big online dating sites. He says a lot of these women are married. They tell him they are estranged from their spouses, but still living with them. Go figure.

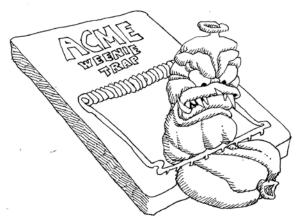
Many men dream of living a lifestyle like this, at least for a short time. When they first become single they expect to date and bed multiple women. They imagine getting laid "with different girls at different times" without ever having to make a commitment. And these days, that's more reality than fantasy. Everyone can groupie-up like a rock star in the Internet age.

But in the real world this lifestyle can get difficult to manage. There's no way you can have a girl on Monday, a girl on Wednesday followed by another on Friday, have sex with each, then follow-up in another two weeks, take them out, and have sex with them again. It's not sustainable.

#### Think College is Endless Sex? Think Again

Men on college campuses are at risk too. If a female student accuses a male student of sexual assault, the male student is assumed guilty. Colleges and universities now use the lowest possible standard of proof in these cases. This means that if a school thinks there is as little as a 50.001% chance the guy is guilty (a preponderance of evidence instead of the clear and convincing evidence standard), he is assumed guilty and must be disciplined. He can be expelled and face civil and criminal penalties without a fair hearing. At the University of North Dakota, a student was convicted of sexual assault on flimsy evidence by a UND tribunal and was suspended and banned from campus for three years. Three months later the police charged the guy's accuser with filing a false police report, but the university refused to reinstate him---until the warm light of publicity got too hot ("Yes Means Yes—Except on Campus," Wall Street Journal, July 15, 2011). Eventually, the sanctions against the male student were dropped.

There's also serious danger in this lifestyle—besides the risk of sexually transmitted diseases that is. Two of the men I interviewed who met a woman on dating sites such as PlentyoFish or Zoosk had just one date with each. Babies followed a few months later. Now they're paying child support. That's sex they'll never forget.



Avoid the Dangers and High Costs of the Weenie Trap.

Fact: Women do lie about being on birth control. Many are not above using paternity claims to set up income streams. And the law is on their side, no matter how flimsy the claims. If a woman accuses you of fathering a child and gets the legal gears in motion,

it's almost impossible to turn them off. She is always given the benefit of the doubt. Always.

Even with DNA evidence, once the government's "deadbeat dad" steamroller gets going, it can cost you years and thousands of dollars in legal bills to prove your seed didn't sprout that kid. And if you do prove it, you won't get any refunds on the child support you were unfairly forced to pay. Some states have passed paternity fraud laws to shield men from this violation of their rights, but most haven't. So protect yourself, both with latex (make sure you dispose of the spent condom, not her) and a grasp of the legal landscape.

If you want to have sex, you can have lots of it in this age of cyber romance. And men like to have sex. If you want to find a long-term relationship, you can find that too. You just have to be honest with yourself and with those you interact with. And be smart.

#### **Slow is Better Than Fast**

I haven't met or interviewed anyone who thought he or she was going to have a meaningful relationship with someone after having sex on the first date. That doesn't mean it doesn't happen, but I believe it's the exception.

Waiting can be a good strategy. Here's why:
Abstinence makes the loins grow fonder. For men, holding back also shows you aren't completely ruled by your pork rind. It also adds a new, unexpected dimension to being aroused.

Kiss and embrace passionately as if you're going to go for the wild thing and then ease back. It'll freak her out. She'll go wild for you. In this instant gratification culture, people forget the blinding power of sexual tension. It's a huge turn-on, especially for women. It's almost as if they prefer anticipation to gratification. When you finally do claw back the sheets, your self control will yield huge returns.

Sex too early brings out too many emotions. It pulls out so many things, most of which you don't necessarily want to experience with someone you've just met. Women tend to get that warm cuddly "Oh my god I think I'm in love" feeling after sex. For men it's more like "Wow. I got off. That was great. Are you ready for some football?"

A good rule of thumb is to wait three or four dates before you take the plunge. Or more. Many men believe in the four-date rule though. If no sex by then, they are done. One man I interviewed had 13 dates before he had sex with the woman he was dating. And they're still going

strong four years later. For them 13 is a very lucky number.

Women: if you really don't want to have sex on the first date, make sure you give clear signals. Maybe tell him you're looking for a relationship at the outset and see how he responds. Remind him of that if he gets too frisky. It's a good filter.

Keep the pace leisurely throughout the relationship. It's so easy to pass out keys, codes and gate remotes, for example. And it's so hard to take them back. Why do people feel so driven to give their lover keys to their apartment or the house? It's a metaphor for so many things.

It's the key to your heart--to your life. It's like an ownership document if you will. We offer it because we're trying to draw them in, to keep them. But it's a mistake. You don't have to give away the key--until you're absolutely sure. You'll regret it when you have to ask for it back or change the codes. It's like a divorce. A bad one.

Slow is better than fast. Even for a pig.

#### About the Author

Ron Sturgeon is a classic American entrepreneur. His rags-to-riches story began when, at the age of 17, he launched his own auto salvage business after his dad died and he had no money and no place to live. He went on to build it into one of the largest operations of its kind in the United States.

In 1999, he sold his chain of salvage yards to Ford Motor Company. He repurchased what had become a moneylosing business from Ford several years later. After whipping it back into profitability, Sturgeon and two partners sold it once more to Schnitzer Industries.

Today Sturgeon is a successful real estate investor and founder of Mr. Mission Possible small business consulting. He is also the founder of DFW Drive Your Dream exotic car driving experience, and the DFW Elite Toy Museum.

Sturgeon is the author of five business books including Peer Benchmarking Groups, Green Weenies, How to Salvage Millions From Your Small Business, How to Salvage More Millions From Your Small Business, and Getting to Yes With Your Banker. Pigs is a dramatic departure for Sturgeon, the result of unleashing his analytical business skills on the riddle of male-female romantic relationships. It's a much-needed discussion that any

red-blooded male (and female) will want to read.

A resident of Fort Worth, Texas, Sturgeon is the divorced father of three adult sons. After two years on the dating scene, he is currently in a successful, long-term romantic relationship with another entrepreneur. He attributes his romantic success to many of the principles he learned through his research for this book.

## Send us your feedback and contributions to the Holy Grail List.

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The Holy Grail List is a Work in Progress
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